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UNIONS

Anti-union trend

A majority of Canadians — 67 per cent — believe there are "too many troublemakers and agitators among union leaders" according to a recent survey by the Canadian Institute of Public Opinion.

It's interesting to note that among those in union households, 60 per cent felt this way, compared with 71 per cent among those with non-union ties.

Only 50 per cent of all respondents expressed this view in a 1966 survey, up from 41 per cent just over two decades ago.

A question on responsibility for the recent postal strike supports this apparent anti-union trend: 24 per cent of respondents blamed the government, while 66 per cent felt the union was responsible.

Another survey by the Canadian Institute of Public Opinion found that 34 per cent of Canadians believe union power is on the decline while 31 per cent think unions will grow stronger.

The views of those living in labour-union households were found to be similar to the national outlook.

Eight years ago, 53 per cent predicted growing union power against 19 per cent who foresaw a decline in union strength.

QFL wins construction vote

The Québec Federation of Labour has won the right to bargain exclusively for the 150,000 organized construction workers in Québec.

The QFL won a close, 50.5 per cent victory in the first province-wide vote under new legislation, defeating the rival Confederation of National Trade Unions.

The legislation, adopted by the 1975 session of the Québec National Assembly after a royal commission inquiry into the construction industry in the province, required that the winning organization have the votes of more than 50 per cent of all the construction workers, not just of those who participated in the voting. However the ballots were weighted according to the total number of hours worked in construction by the voter in 1974.

Of the 93,000 workers who voted in the November elections, 70 per cent chose the QFL, 23 per cent the CNTU, 5 per cent the Centrale des syndicats démocratiques and 1 per cent opted for a splinter group, the Syndicats de la construction de la Côte Nord.

That means that the QFL garnered the votes of only 44 per cent of all 150,000 construction workers in the province, because about 39 per cent did not vote. The CNTU had 14 per cent of all the workers, the CSD 3 and the SCN less than 1 per cent. However, when the ballots were weighted for experience, the QFL came up with 50.5 per cent, barely enough to win bargaining rights.

Before the voting, the provincial government had turned down a QFL request that only a majority of those who voted be required.

Guy Dumoulin, executive director of the QFL's building trades council, said those who voted were "real construction workers" while those who didn't were mostly "occasional" construction workers or people who had left the industry.

The 150,000 names on the voting list included anyone who had worked even one hour on construction. About 50,000 had worked fewer than 100 hours in the industry in 1974.

The voting procedure was an adaptation of one recommended in May 1975 by the Cliche royal commission after its investigation of the industry. The commission was established after an outbreak of violence resulted in millions of dollars worth of property damage at the James Bay hydro project in March, 1974.

In order to try to end the bitter eight-year feud between the QFL and the CNTU, the commission had recommended a requirement that any new contract be approved by 75 per cent of all construction workers. This would have had the effect of forcing the two labour organizations to bargain jointly.

Instead, the government adopted the requirement that the organization negotiating for the workers win the ballots of 50 per cent of all the workers in a representation vote. It also rejected a Cliche recommendation that the unions lose their power over hiring halls.

e votes were tallied in the
ntreal headquarters of the
ébec Construction Office. The
L and the CNTU each had 28
utineers at the counting, the CSD
and the SCN one, a lawyer. There
re six security guards in the
unting room and 12 more in the
lding.

e rivalry between the two labour
dies for supremacy on construc-
n sites dates back to 1968
en the CNTU represented a
jority of construction workers in
province. Since then, the QFL
s won the allegiance of more and
re workers during annual "raiding
riods" provided for under
ovincial legislation.

rdon Barthos, labour reporter for
Montreal *Gazette*, said the
te "may well mark the bitter end"
a decade of rivalry for control
manpower on building sites. He
ds: "Unfortunately, the vote that
nfirmed the QFL's legitimate claim
represent most building trades
rkers may also have sounded the
ath-knell for the right of the QFL's
ponents to join a rival trade
ion."

rthos says the QFL is "virtually
sured a monopoly on available
os" because it represents most
lled workers — plumbers,
ctricians, heavy machinery
erators — while the CNTU's
embers are mostly unskilled
rkers.

ritain

shop stewards' committee at
itain's Lucas Aerospace com-
ny's factory in Hemel Hempstead
s given the company's manage-
ent some advice that may be
ving the jobs of 167 union
embers.

July, the company said it intended to stop producing industrial ballscrews — which are used as shafts in fast-moving machinery — and eliminate the jobs.

But the 90-member shop stewards' committee said the jobs could be saved by improved management. It said industrial ballscrews, which are sold to outside customers, don't need the complex and detailed testing and checking given to aircraft ballscrews. Without the testing, the industrial ballscrews could be produced faster and sold at a lower price. The committee also urged more efforts to explore new markets for the product, and moving the sales office, which was in Coventry, closer to the factory in Hemel Hempstead.

The company has dropped its plans to make the jobs redundant, is increasing production of industrial ballscrews, and is meeting with a union committee to discuss changes in work practices and some voluntary redundancies to which the unions have agreed.

This is seen as the first visible indication of success for the stewards committee, elected by the 14,000 workers in the Lucas Aerospace division to fight redundancies by putting forward alternative proposals.

STRIKES

Teachers jailed

A judge in New Haven, Connecticut, ordered 78 teachers imprisoned overnight for taking part in an illegal strike. He also jailed 12 leaders of the teachers' union for longer terms.

Superior Court Judge George A. Saden told the teachers: "What some of you ladies and gentlemen don't understand is that you have placed yourself in the category of being lawbreakers.

The teachers were imprisoned overnight on November 18, 1975 after 800 of the city's 1,200 teachers had been on strike for more than a week to support contract demands. The strike did not close the schools.

Voluntary arbitration

A poll of 1,038 Canadian adults found 71 per cent of them in favour of the idea of management and labour agreeing to voluntary arbitration for at last a year before a strike could be called. The poll was taken by the Canadian Institute of Public Opinion (the Gallup Poll) in October, 1975.

The people polled were asked: "Some people believe that the right to strike has outlived its usefulness, and that before any strike is permitted, both management and labour should agree to a voluntary arbitration decision for at least a year. Do you favour or oppose such a plan?"

The Gallup Poll reports that the proportion favouring voluntary arbitration has dropped from 78 per cent in 1972, with most of the decrease among people under 30.

Lockouts were not mentioned in the poll, which was published in several Canadian newspapers, including the *Toronto Star*.

Japan's longest strike

The longest strike in Japanese history ended December 2 — after just eight days. The walkout by 860,000 public employees disrupted

rail, mail and telecommunications services.

Union leaders said they called it off two days earlier than planned — because of the suffering of the people. The strike was called to support demands for restoration of the legal right of public employees to strike.

THE ECONOMY

Slower growth

The Economic Council of Canada, in its *Twelfth Annual Review,* anticipates a decline in the potential growth rate of the Canadian economy in the next decade.

The review says a slower growth of the labour force, reflecting a lower birth rate, and sluggishness in productivity gains will result in an annual growth rate of about 4 per cent, down from an average of from 5 to 5.5 per cent during the 1960s and 1970s. The analysis, of course, assumes no change in present policies and programs.

The ECC also says this slower annual growth rate would help stabilize unemployment at about 3.5 per cent by 1985, and that there could be a tightness in the labour market by the mid-1980s. According to the Council, there may be no expansion at all in the population of working age in three of the five regions of Canada and in the other two — Ontario and British Columbia — the expansion would be 2 to 3 per cent a year.

The ECC believes it will be difficult for the country to avoid a serious balance-of-payments problem. The average deficit in the balance of Canada's current account with the rest of the world is likely to rise to 3 per cent of the gross national product by the early 1980s — three times the average level of the 1960s.

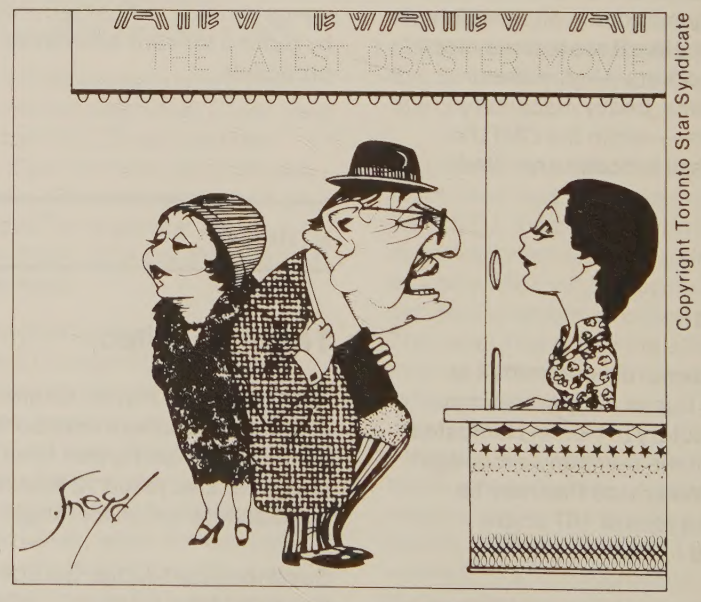
The Council anticipates a slowdown in exports because of a projected deceleration of growth in foreign economies, the recent "deterioration" of the competitive position of Canadian industry, and a gradual decrease in Canadian oil shipments. Yet while the share of exports in the GNP is expected to decline, the share of imports is likely to remain relatively stable.

The review notes substantial investments will be needed until the early 1980s to improve the country's productive capacity. It suggests that Canada devote an average of 25 per cent of its resources to savings and investment, including provisions for "some catching-up, to modernize and expand productivity capacity."

To finance this investment, however, reliance on foreign investors would likely be even greater than in the past, perhaps reaching more than 16 per cent of total investment requirements.

The ECC also anticipates difficulties in the budget position of the public sector, which has almost doubled its share of the GNP since 1950. The review observes that if this share is not to increase further, governments will have to agree to limit their spending.

The projections were made before the federal government introduced its anti-inflation program, but the review says its perceptions of the problems confronting the economy "are clearly much the same as those that led to this decision." The review observes that it would be inadvisable to implement policies aimed at restraining demand in order to fight inflation "since such measures will increase the level of unemployment substantially." It adds: "It is increasingly apparent that measures other than the traditional demand management policies will be required to confine the inflation rate within acceptable boundaries if employment growth is to be



"Is it about the economy?"

aintained." And it says production sts will need to be moderated if better price performance is to be hieved.

ervice industries grow

e Financial Times news service ys recession and inflation seem be speeding up a process that is rning Canada into a post-industrial ciety dominated by a huge rvice sector and a growing vernment sector.

hen Canada "emerged from cession" in 1971 about 62 per cent the labour force was in the service ctor, about 28 per cent in condary industry — which cludes manufacturing and nstruction — and 9 per cent in e primary industries — agriculture, restry, fishing and mining.

ut now, the service sector nploys more than 65 per cent of e 9.3 million Canadians who have id jobs; secondary industry nploys 27 per cent, and primary dustries 7.6 per cent," the report serves. "During the economic mp, goods-producing industries ffered the most, and now provide ly 20.8 per cent of Canadian os compared with more than per cent a year ago."

e report says this structural trend wards the service economy has fied several government easures: "In his tenure as finance nister, John Turner reduced rates corporate taxation for manu- cturing profits and put a surtax on e service sector."

mployment Data

presidential commission is to be pointed to find ways to improve ployment and unemployment data in the United States, according to *The Christian Science Monitor*.

The unemployment rate has become one of the most important indicators of how the economy is performing, but many economists, statisticians, policy makers and their critics complain that the present data are not adequate for the uses to which they are put. The level of unemployment serves as a basis for many decisions, up to and including whether or not to stimulate the economy through tax reductions or other means.

For a variety of reasons, however, the monthly unemployment figures give misleading indications. In December 1974, for example, the rise in unemployment reported was much smaller than actually occurred. Then, from December to January, the rate increased by a full percentage point. Officials at the Bureau of Labor Statistics blamed the unusual timing of when the surveys were taken for those two months.

In May 1974, when the reported unemployment hit 9.2 per cent, and in June, when it dropped to 8.6 per cent, Julius Shiskin, the commissioner of labor statistics, warned in advance that seasonal adjustment techniques would distort the figures for the two months. The figures are based on a survey of 46,000 households but, of course, the sample for subgroups, such as black teen-agers, is much smaller and figures based on it are more apt to be wrong.

The last comprehensive look at the employment statistics was by a presidential commission in 1962. *The Christian Science Monitor* says the appointment of the new commission is being purposely delayed so that it won't complete its study until early in 1977, thus keeping any of its recommendations from becoming issues in this year's presidential election.

INDUSTRIAL DEMOCRACY

"People power"

About 160 Québec businessmen spent a day examining industrial democracy as a means of averting threatened increases in both government intervention and escalating union demands. They did not reach a consensus, but they did learn that workers want to become more involved in decision-making.

"If employers don't contribute actively to perfecting the workplace and society, they'll open the way to 'people power' and strong governments, whose known methods aren't attractive to either businessmen or citizens of democratic countries," was the way the conference theme was expressed by Claude Dessureault, president and general director of Canadian Industries Limited.

The December 9 conference was organized by Le Centre des dirigeants d'entreprise, an association of 400 firms in the province.

European labour split

European labour centrals are split in their views on worker representation on company boards, according to a report in *The New York Times*.

Brussels correspondent Paul Kemezis says some form of worker participation in company decision-making has been introduced in eight countries — West Germany, Sweden, the Netherlands, Luxembourg, Norway, Switzerland, Austria and Denmark.

But he says many labour leaders in five other countries — Belgium, France, Italy, Britain and Ireland

are still hesitant to support the concept. "Their hesitancy is shared by management, which fears that bringing worker representation into the board room would prevent companies from making tough business decisions," Kemezis writes.

He adds, however, that debates on the merits of the system are continuing in France, Ireland and Britain "where the governments plan to make an initial proposal soon for worker participation arrangements."

He says also that while Britain's Trades Union Congress endorsed a proposal for an immediate 50-per-cent representation of workers on corporate boards, "some key leaders are still opposed to the idea."

Kemezis adds: "In both France and Britain, observers believe it will take many years before the bulk of labour and management leaders drop the familiar confrontation approach and agree on a compromise for board room co-operation."

HEALTH AND SAFETY

Ontario construction law: prosecutions up fivefold

Prosecutions and fines under the Ontario Construction Safety Act increased dramatically in the first half of 1975 over the corresponding period of 1974.

Prosecutions were up fivefold to 500 from 96 and fines tripled to $119,740 from $41,235. The fines included a $5,000 penalty, the highest to date under the Act, imposed on a contractor for failing to install snoring in a trench in which a workman was buried alive. And, for the first time under the Act, a jail sentence was imposed on a contractor for failing to ground a portable electric drill effectively. The drill electrocuted a workman.

The Act, which came into force on August 1, 1973, combined previous construction safety legislation into one statute, and transferred responsibility for inspection and enforcement from the municipalities to the province.

Need stricter controls

A provincial inquiry into health standards in Québec's asbestos industry was told there is no treatment for asbestos-related diseases suffered by employees who have worked in the industry for 15 years or more.

"At that point you can't stop the disease; there is no cure," Dr. Philippe Landry, a specialist in pulmonary disease, told the inquiry committee.

In a December 10 appearance, he testified about his experience as a doctor for a Montreal plant that processes asbestos fibres into pipes and other building materials. But he was ordered by Judge Rene Beaudry, the inquiry chairman, not to name the company.

Dr. Landry said that 152 of the 454 workers he examined at the plant received compensation from the Workmen's Compensation Board after suffering from asbestos-related diseases such as asbestosis.

He called for stricter health controls in the industry, a stand also taken by the Industrial Medical Association of Québec, which represents 150 industrial doctors.

The Association recommended a norm of two asbestos fibres per cubic centimetre of air, regular medical examinations for employees, and more research into diseases related to asbestos.

But the Québec Asbestos Mining Association, which represents five producers, opposed setting an absolute limit, recommending instead "that a standard be observed wherever it is technically possible in the plant, and that a standard be reached elsewhere with the possible alternative of wearing a mask or applying any other supplementary security measures."

Costs of alcoholism

Alcoholism among its employees is costing the Toronto Transit Commission between $3.2 and $3.9 million a year in sick pay, overtime and production losses, according to a report from a joint union-management committee.

The committee recommended a $540,000-a-year program to combat employee alcoholism, and estimated the cost of alcoholism to all industry at 25 per cent of the annual wages of each problem employee.

WORKMEN'S COMPENSATION

Higher employer premiums

Employer premiums to the Ontario Workmen's Compensation Board are expected to rise by an average 35 per cent in 1976.

Michael Starr, the board's chairman, told a standing committee of the Ontario legislature that rising costs have made it necessary for the

d to "recalculate" premium
.

ployers are currently being
sed of rate increases averaging
nd 35 per cent for 1976, and
e prospect of further increases
bsequent years," Starr said.
75 they had risen only
r cent and in 1974 about
er cent. The 1975 average
ium was about $1.50 per $100
ayroll.

r said higher benefits legislated
ly, and the board's intention
rengthen its reserves — which
been hard hit by inflation —
e the increased premiums
essary.

GES

entive plan successful

2,369 employees of Lincoln
tric Co., a manufacturer of
velders and electrodes in
eland, Ohio, received a record
s of $27.5 million in December
r an incentive plan the firm
gurated in 1934 when its
ers asked for higher wages.

ad of giving them an increase,
rm adopted a plan that
bines piecework with a merit
g based both on quantity and
ty of production. The rating also
s into consideration
endability — how well
loyees handle responsibility"
-operation, and the ideas they
ribute to production.

y employee on the payroll
re October 31 got part of the
bonus. It was the fourth
ecutive year in which the bonus,
h is not guaranteed to the
ers, was paid.

"It's all part of an effort to produce better products faster," explained Richard Sabo, Lincoln Electric's manager of publicity and educational services. "They receive what they have earned during the year. All are merit-rated, and they know their rating. Once they get the percentage, they pretty well can figure out what they're getting individually."

MULTINATIONALS

CIC demands "watchdog"

The Committee for an Independent Canada wants government inspectors "with wide powers of examination and investigation" assigned permanently to major multinational corporations operating in Canada to ensure that they act as good corporate citizens.

The CIC made its request in a November 5 appearance before the Royal Commission on Corporate Concentration. It also proposed that:

- all foreign subsidiaries operating in Canada be required to make at least 10 per cent of their common stock available to Canadian investors;

- Petro-Canada take over one major integrated oil company to ensure competition;

- a registered employee stock ownership plan be instituted to encourage employee ownership of shares in the company for which they work, at no extra cost to the employee.

The CIC said the oil companies "should never be forgiven for the manner in which true figures on oil reserves were concealed from the National Energy Board to ensure the continued export of oil to the United States in the late 1960s and early 1970s."

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"At least we don't have to worry about living on a fixed income."

ILO study

The International Labour Organization's study of multinational enterprises may answer some of the questions their domestic competitors, unions, and governments, are asking about them. Above all, it may indicate whether international social policy principles and guidelines for multinationals would be feasible or useful.

The basic question the study seeks to answer was posed by ILO director-general Francis Blanchard who asked business leaders: "Do the multinationals 'behave badly' by bringing from their home country management systems and labour relations which do not fit into the situation in the host countries? If this is so can they be encouraged to act as 'good citizens' through the development of an international code of conduct?"

Thirty-page questionnaires have been sent to headquarters of 11 European multinationals operating in the metal trades sectors, as well as to the governments, employer organizations and labour organizations in those countries. Plans are also under way to extend the metal trades inquiry to multinationals based in the U.S. and to conduct a similar inquiry of multinationals in petroleum production and refining.

The metal trades inquiry deals with employment and training; wages and basic conditions of work; and labour relations. The companies involved are Siemens and AEG in West Germany, Renault and Pechiney in France, BLMC and Metal Box in Britain, Fiat in Italy, Philips in the Netherlands, SKF and L.M. Ericsson in Sweden and Brown Boveri in Switzerland.

RETIREMENT

Earlier retirement

French unions appear to be winning, at least in part, their long struggle to have the normal retirement age for men lowered from 65 to 60. The legislation is expected to be introduced in the French Parliament within four months, and the law would take full effect in 1980.

This would give France, alongside Italy, the lowest retirement age in Western Europe, and would increase pressure for other governments to take similar action.

The French government, however, may confine the lower age to manual workers, and bring it into effect over a five-year period. The unions, who see earlier retirement as a partial solution to unemployment, want it introduced sooner.

Easier retirement

The Swedish government intends to make retirement easier and more gradual for older workers, with proposed legislation that is expected to get easy passage through Parliament and become law by this summer.

Swedes would be offered the chance to taper off work gradually between the ages of 60 and 70, combining part-time work with partial pensions.

An increasing proportion of the Swedish population is over 65. Life expectancy for women in Sweden is 76 and for men, 72. The idea of the government plan is to permit workers to move into retirement, slowly.

"A sudden switch from working life to full retirement can be detrimental to many workers," says Kenneth Brathall, a legal adviser in the ministry of social affairs. He explains that the government wants to give people time to adjust.

The new legislation would lower the pension age from 67 to 65 and introduce a flexibility that would enable Swedes to postpone retirement to age 70 or to advance their pension-time to start at 60, but at reduced levels. They would be allowed the option of working part-time, at their own pace, and of collecting reduced pensions until full retirement.

Inflation safeguards

Actuarial firms are welcoming recent changes in federal regulations to permit future inflation to be recognized in the operation and funding of pension plans.

Where the formula for determining the final payout on retirement includes final year's earnings by the employee, companies now will be allowed to invest tax-deductible funds in the plan on the basis of projected increases in earnings due to inflation.

Previously, companies were permitted to project the final year's salary — and hence the amount of tax-deductible money to be invested — only on the basis of productivity increase and promotions.

While the criteria for projecting final-year salary may now include inflation adjustments, the annual percentage increases in salary projected for inflation must be at least one percentage point below the expected rate of investment return on the pension plan.

The Canadian Press news agency quotes William M. Mercer Ltd., a Toronto actuarial firm, as saying the change is long overdue: "The only surprise is that this obvious need could be ignored for so long." lg

International women's year

Part 2: Women in the workplace

by Sharleen Bannon

1975 will be remembered as a year when the status of Canadian women was recorded, defined, and denounced, with a zeal that fuelled fires first lit with the publication of the Royal Commission on the Status of Women report in 1970.

Women in the public service and in the professions, women in trade unions and in management, women in "female job ghettos," women in "non-traditional" jobs, and women working in the home — the traditional housewife — all were examined. The issues were vocalized, the demands made, and the challenges to find solutions issued with renewed vehemence.

In 1975, the government pledged anew to hasten "an end to discrimination in all aspects of life," to create "an awareness among Canadian women of career opportunities open to them," and to promote "an increase in the number of women in positions of prominence in government, business, and industry."

Women responded to these promises with both a skepticism based on bitter experience and a flood of sometimes conflicting reports, studies, allegations, denunciations, and statistics. They all had at least one thing in common, however — they exposed the enormity of the hurdles facing women seeking equality with men in the workplace.

The plight of the government's female employees was not overlooked. The government was challenged to "put its own house in order." Five years ago, in the wake of the royal commission report and the Archibald report on "sex and the public service" the government promised to promote women within government ranks on the same basis as their male counterparts.

Midyear reports in 1975 by the Public Service Commission and the federal advisory council on the status of women, agreed that female public servants are more likely to find themselves working in clerical "female job ghettos" than before the Public Service Commission established its office of equal opportunities for women in 1971.

In addition, some female members of the federal government's employee union, the Public Service Alliance of Canada, felt the union hadn't been concerned enough with their plight. In November, they called an Ottawa conference on "union action to end sexual discrimination in the federal public service" and demanded that the PSAC executive "fulfill its responsibility to its female members by taking a leading role in ending sexual discrimination in the federal service."

PSAC president, Claude Edwards, told the meeting that resolutions on women's issues must be formally presented in the form of resolutions at the Alliance's annual national convention in order for them to form part of the PSAC's platform.

Edwards told the women that the only resolution at the PSAC's last convention that pertained to the status of women merely endorsed the government's equal opportunities program for public servants. He challenged the 200-or-so female PSAC activists to urge their fellow alliance members to make a better showing on behalf of women at the upcoming national convention in May. They are unlikely to disappoint him.

Obviously, many women in the federal public service feel they haven't been receiving the "equal opportunities" promised them. However, in his last major address of 1975 in conjunction with international women's year, Marc Lalonde, minister responsible for the status of women, announced special measures aimed at rectifying this situation. (LG, January, p. 20).

The target date for launching this five-year plan of renewed effort by the government is March 31, this year. Its success or failure is likely to be significant because the federal government, with about 50,000 women employees, is a highly visible barometer of the overall status of Canadian working women.

Sharleen Bannon is associate editor of **The Labour Gazette.**

In 1975, female federal government employees seemed to be throwing the government's own equal opportunities slogan — "It's Up to You" — back at the government as a demand and a challenge.

Last year's publicity on the status of female public servants in Ontario and Québec showed that women in the provincial public services were as badly off as their federal counterparts.

In Ontario, at least two thirds of the women in the provincial public service would have to change their jobs if women were to be equitably distributed in all job and salary categories, according to Ethel McLellan, executive co-ordinator of women's programs for Ontario. Her year-end report for 1975 concluded that aside from a few "individual breakthroughs," where women moved into traditionally male occupations, Ontario's ministry-by-ministry analysis shows the vast majority of women are in low-paying dead-end clerical occupations.

The plight of the government's female employees was not overlooked

The status of women in Ontario's public service was shown to be comparable to its federal counterpart — women and men tend to be concentrated in separate but unequal job areas. According to McLellan's report, the average woman public servant in Ontario earns $9,778 compared with $13,654 earned by men. Perhaps an even more significant statistic is that 45 per cent of the female public servants earn less than $9,000 a year compared with 6 per cent of men.

The condition of Québec's female public servants was painted as being equally dismal by Lorette Robillard, president of the Québec Council on the Status of Women. Nevertheless, she has praised the government for its recent revision of the provincial human rights charter prohibiting discrimination in such areas as salaries and job opportunities. It will also guarantee a woman's right to petition the provincial government and receive social assistance.

Legislation to help eliminate discriminatory practices in the workplace was among the federal government's pledges for international women's year. The major piece of legislation to this end tabled in 1975 — the human rights bill — came in for some harsh criticism and, as a result, was withdrawn to allow revisions to be made.

Feminists pointed out that although the legislation would outlaw different wages being paid to male and female employees performing the same job for the same employer, it failed to ensure that women would receive "equal pay for work of equal value."

"Value" in this case means measuring the level of skill and responsibility required to perform a job. Those concerned with ensuring that women achieve true equality with men in the workplace point out that because women perform certain tasks almost exclusively, they often get less pay than men doing work of similar importance requiring the same qualifications and skills. A common example is that grocery store checkout clerks generally are women, who are usually paid less than stockroom clerks, most of whom are men. Women's rights advocates argue that the federal human rights legislation as initially proposed, would do little to eliminate such practices.

DON'T WAIT TO GIVE HER A GOLD WATCH. A SIMPLE LITTLE PIN WILL DO.

Because this simple little pin says a lot.

It says you know that the women who work within your organization are part of a vital life force.

It says you appreciate the talent, the devotion, and the loyalty of your women employees.

It says you recognize that the United Nations has officially proclaimed 1975 as International Women's Year.

And it says that you and your company are doing what you can to make the world better for women...and men.

To order the U.N. women's pin for your employees, write to:
U.N. WE BELIEVE
33 East 43rd Street
New York, New York 10017

Isn't it time you pinned a little hope on the women of the world?

UNITED NATIONS 1975 INTERNATIONAL WOMEN'S YEAR

A U.S. advertisement in support of women's year

Similar complaints were levelled against the measures for enforcing the anti-discrimination provisions of the legislation. The penalties for infringement were called "too tame" and the onus of proof on a complainant, considered "prohibitive."

Although Canadian working women are anxious to have their rights protected by law, they have also indicated that they want effective, enforceable, legislation.

Another piece of federal legislation affecting working women that raised the ire of many feminists

vas the anti-inflation program nnounced in October. The timing f the announcement obviously had othing to do with international vomen's year, but the coincidence o doubt contributed to feminists' lose scrutiny of the implications of he legislation for women.

eminists generally opposed the egislation on the grounds that the vage controls would widen the alary gap between men and women ecause women tend to be among he low wage earners restricted to he lower wage increases permitted nder the guidelines.

alonde and other government pokesmen, soon after the uidelines were announced, astened to assure women that an mployer can apply for an increase igher than that prescribed by the uidelines if the increase helps liminate sex discrimination in pay.

erhaps in an effort to set an xample in this area, the govern- nent's initial wage offer to the owest level of its clerical employees — the majority of whom are female — was 3 per cent above the naximum recommended by the uidelines. This action may also be n indication that the government's nternational women's year pledges o working women in general and o its own female employees in articular, will be put into practice. Vomen's rights advocates fervently ope private sector employers will llow this example.

nother work-related milestone of 975 was the taking to task of nsurance companies for their often nequitable treatment of women, y longtime champion of women's ights, Sylva Gelber, who headed the ederal Labour Department's Vomen's Bureau.

She challenged them to prove that anadian women are sick more ften than men — one of the premises many use in charging women higher insurance premiums and paying them inequitable pensions and benefits. Gelber charged that much of the data used by insurance companies in Canada are based on findings in the United States. She pointed out that province-wide medical care programs pay for most health expenses in Canada. The higher rates charged Canadian women are often based on the claim rate calculated in the U.S., where private insurance companies rather than state-run insurance plans pay most claims. If her contentions are proved true, insurance companies, and in turn employers, will be hard pressed to justify that women employees deserve inequitable treatment in this area.

Some feminists in the federal government's employee union have decided their voice should carry influence in proportion to their numbers

Another issue relating to working women that received attention during international women's year was the status of women in unions. As mentioned earlier, some feminists in the federal government's employee union have decided their voice should carry influence in proportion to their numbers. Women in the Canadian Union of Public Employees — Canada's largest union, with about 200,000 members — feel the same. So does the union's leadership.

A booklet published by CUPE's education department entitled *The New Status of Women in CUPE* assesses the progress made by its female members, and the challenges ahead of them. It notes that 40 per cent of its members are female, and since the Royal Commission on the Status of Women Report was published, women have been playing a much more active role in the union at all levels.

The report notes that women head 28 per cent of CUPE locals; in 1974, 42 locals with a majority of male members had a female president. However, this same report said "women are grossly under-represented among CUPE field staff and technicians. CUPE must reach out with special training programs to encourage women to apply for and succeed in these jobs."

CUPE, along with most other groups and individuals concerned about the status of women in the workplace, points out that employers are usually successful in avoiding the intent of equal pay for equal work legislation and tend to channel women into the lower-paying jobs.

The union, however, notes some success in its efforts to ensure implementation of the elusive "equal pay for work of equal value" rule. One example is that in most provinces, hospital orderlies covered by CUPE contracts are no longer automatically paid more than trained nursing assistants. CUPE points out that it was union pressure and the militancy of women workers that helped achieve this progress.

CUPE's efforts to negotiate day care facilities for its members have met with less success, however. Apart from a few notable exceptions, only a handful of contracts contain day care provisions. To date, even organized pressure for day care has fallen on deaf ears and remains one of the major goals of large numbers of working women.

Despite its achievements on behalf of its women members, CUPE has adopted a realistic slogan that could serve as a general description of

the status of women in the work-force—"There's so much to be done."

A particularly well-documented case in point is the plight of some overworked and underpaid waitresses in Montreal. By working as a waitress herself, *Montreal Star* reporter Sheila Arnopoulis conveyed to her readers the drudgery, meanness and financial deprivation typical of working conditions imposed on many waitresses. This article provided one of the year's best-documented and well-publicized exposés of loopholes in minimum wage and working conditions regulations. It also illustrated that many low-paid employees depend heavily on the good faith and integrity of employers for a fair deal in the workplace.

Female university professors, community college teachers, and journalists showed that they too suffer a variety of inequities in the workplace. A study undertaken for the Council of Ontario Universities concluded that not only are there far fewer women than men teaching on a full-time basis in Ontario universities, but their average salaries are 25 per cent lower than the average salaries for men with the same qualifications and responsibilities. Studies published in 1975 by the Canadian Federation of University Women and Statistics Canada came to similar conclusions.

A report on the status of women teachers and support staff in Ontario's community colleges shows that women tend to study in the fields of general arts, health, and business. Relatively few take technical courses.

This comes as no surprise to observers of the labour force who long have known that a more equitable representation of males and females in each occupational category would stem from the same representation in educational institutions. This part of the problem, raised anew in 1975, remains a challenge to both women entering educational institutions and to the institutions themselves.

Journalists are another occupational group with some dissatisfied members. Last August, a meeting of the Association of Education in Journalism, held in Ottawa, was told that although women make up about a quarter of the staff of Canadian newspapers, few become chief editors. The conference was told that editors also tend to assign women to cover social welfare issues, fashion, and religion, while men predominate in reporting on sports, politics, business, labour, travel, and courts. Studies showed that female journalists also tend to earn less than their male colleagues.

Women in management also seem to be victims of a "corporate double standard"

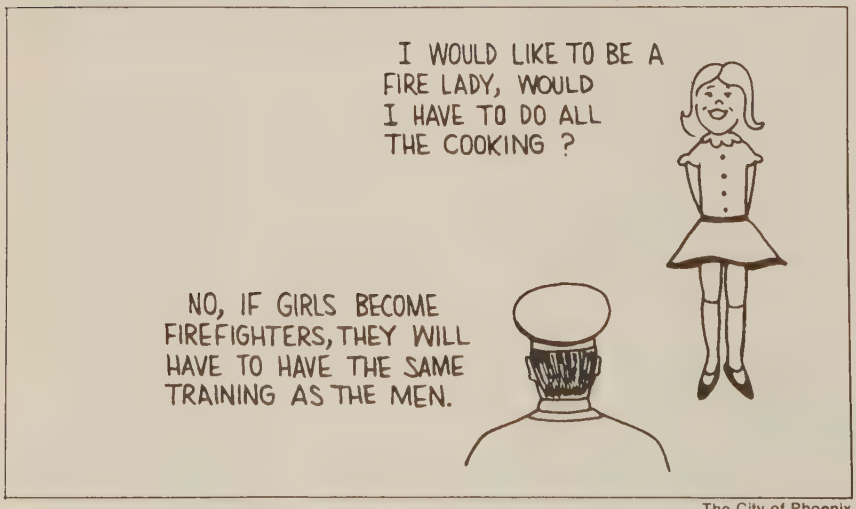
Women in the relatively low-paid clerical and service jobs aren't alone in their fight for equal pay and equal access to promotion. Women in management also seem to be victims of a "corporate double standard."

A survey, published in 1975, of 1,500 managers who subscribe to the *Harvard Business Review* revealed that the majority thought that women rather than men should request child-care leave. The same survey showed that managers would make more of an effort to retain a male manager than a female of equal qualifications and value to a company. The respondents also tended to feel that women would be less successful than men in combining a career with family responsibilities.

Needless to say, research findings quoted by feminists refute the validity of such opinions. This is little consolation, however, when those in a position to hire, promote, and determine salaries make it difficult for women to achieve parity with men in the workplace.

Even female executives, envied by many still buried in "female job ghettos," seem to be having problems. A Toronto furniture dealer

reprinted from Your City Government — Book II


I WOULD LIKE TO BE A FIRE LADY, WOULD I HAVE TO DO ALL THE COOKING ?
NO, IF GIRLS BECOME FIREFIGHTERS, THEY WILL HAVE TO HAVE THE SAME TRAINING AS THE MEN.

The City of Phoenix

Some children's books are attempting to break down job-related sex stereotyping.

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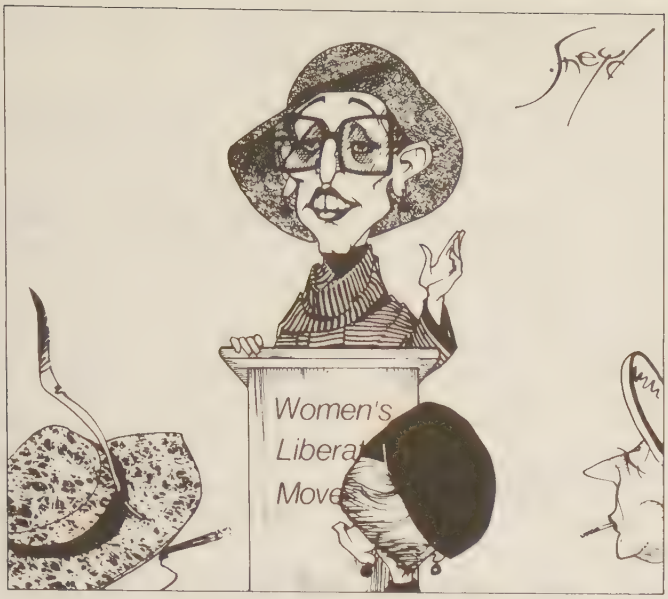


"I personally feel that International Women's Year has been a huge success — not once was I considered a sex object."

rtoonists often choose to ridicule international women's year.

ted last September by the adian Press news agency said ale boss is more likely to give an gant office to his private retary than to a woman cutive.

same article quotes a young e executive with a glass and ome office in the 54-storey onto Dominion Tower admitting his female assistant didn't get fair share of the money spent on e decor. He said: "I had the get, so I spent it all on my ce." Though these examples may m frivolous, they give an insight the mentality of some male nagers.

hard Worzel, a research analyst a Toronto investment dealer, n article on the status of women anagement published in the *ancial Post* last October, cluded that "we are not close to ality and are not likely to ieve it in the near or even -future."

On a more positive note, he predicts that women will become "more militant about pushing for more compensation, recognition, and status... Then there are action groups that will put pressure on companies to change the ways in which they do business. It would be a mistake to assume that such groups are ineffective..."

Many women seem to want the opportunity to enter... jobs that involve heavy physical work

These sentiments seem to be in accord with only the most optimistic assessments of the situation. A more pessimistic view, based on surveys, is expressed by Montreal economist, Dian Cohen, in a report prepared for the International Women's Year Secretariat. She concluded that women professionals such as lawyers, judges, and notaries tend to earn less than their male counterparts. Even more significant is the trend she detected for males to earn more than their female counterparts in predominantly female occupations such as dietitian, librarian, bank teller, and cashier.

She said that even if laws and policies discriminating against women in the labour force are eliminated, the battle for equality will not be over until entrenched myths and attitudes limiting women's potential are eliminated.

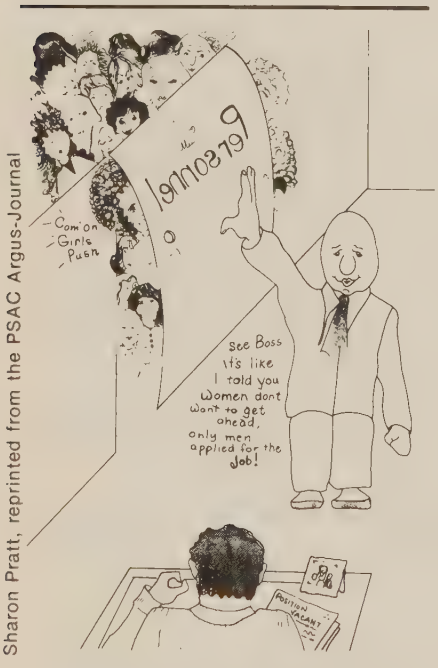
In addition to publishing pessimistic articles on such trends, newspapers and magazines in 1975 also abounded with success stories about women who have "made it in a man's world." Female miners, construction workers, and lumberjacks headed the list, along with highly-paid female professionals and executives who claimed to work with male colleagues in an atmosphere of peaceful co-existence and equality.

A study by the British Columbia Employers' Council concluded, however, that the trickle of women entering jobs that involve heavy physical work does not indicate a growing trend. The same study reveals that neither the women workers nor their employers sampled in the survey tended to think most women capable of doing many blue-collar jobs as well as men.

Nevertheless, many women seem to want the opportunity to enter such fields, and receptive employers seem to be a major factor in attracting female applicants to non-traditional blue-collar jobs. The federal labour department plans to launch a program to ensure that women rather than employers decide who applies for jobs.

At perhaps the opposite end of the pole to the female "hard hat" is the traditional homemaker-wife-mother who does not work outside the home or earn a commercial wage. Her role did not escape examination during international women's year.

A report entitled "The Economic Value of a Housewife" published by the U.S. Social Security Department's office of research and statistics, estimates that the value of housework done by an average young U.S. housewife is as much as $7,500 a year. This figure was calculated by estimating commercial rates charged for services such as child care, housecleaning, cooking, dishwashing, and laundry. Such reports no doubt helped reinforce homemakers self-worth during international women's year. More significantly, they tended to reinforce demands by some feminists that housewives be included in government pension plans and insurance schemes.



Sharon Pratt, reprinted from the PSAC Argus-Journal

Newspapers also carried articles by governments, feminists, and social scientists, on how to fairly recompense a housewife for her contributions to society and how to best encourage men to share responsibilities for home and family.

An interesting though incidental comment on this question was provided in a series of articles by Mike McGrady — excerpted from his book, *The Kitchen Sink Papers* — carried in several Canadian newspapers. McGrady recounted his experiences as a "house husband" who tended the home and children while his wife worked full time to support them. While no doubt interesting reading to many, because of the male role reversal, it also served perhaps to underline that the concept of a "house husband," considered desirable by many social scientists and feminists, is still a novelty in our society.

Also during international women's year, at least two major books on the status of working women were published: *To See Ourselves,* sponsored by the International Womens' Year Secretariat, and *Women at Work — Ontario 1850-1930,* a collective effort by Canadian Women's Educational Press, Toronto. Both are substantial new contributions to Canadian literature on women in the workplace which supplement Labour Canada's annual publication of *Women in the Labour Force — facts and figures.*

The information these new books contain, provides in one case, a somewhat depressing and anger-inspiring description of the plight of the majority of our grandmothers and great-grandmothers forced to earn their own living. The other work — *To See Ourselves* — shows a sometimes more depressing portrait of contemporary women in all areas of the labour force who still have "a long way to go" in order to achieve their rightful status in society and in the labour force.

It is impossible to determine for certain whether or not the studies, comments, amendments to legislation, and widespread interest in — and concern with — defining and improving the status of Canadian women in the workplace would have happened in 1975 if it had not been designated international women's year. Perhaps it really doesn't matter.

It is certain, however, that employers, governments, and individuals of both sexes — for whatever reasons — were made aware as perhaps never before, that women want equal access to the full range of occupations, pay, promotions, and fringe benefits available in the workplace.

Only positive action by governments, employers, and others, to help women achieve equality will eventually determine the significance of the energies expended by feminists and researchers in 1975. lg

abour – government elations in B.C.

ection aftermath

John Clarke

ıe fall of 1970 the late Pat eal, one of the architects of the Canadian Paperworkers on and a former secretary of the . Federation of Labour, said our had no future as a partner of New Democratic Party. And he ed for the formation of a new ty to represent the trade union vement.

eal had been at the founding vention of the NDP in 1962 and shared the aspirations of ryone there that a new gressive political movement uld gain the broad-based support t had always eluded the CCF. in 1970 he said he was forced to conclusion that the alliance had worked out because, as he put ne NDP wasn't doing the job our expected it to do.

he notion that the NDP was our's political arm, he reported rly: "Any political party resenting labour has to have re than an arm. It has to have the d and heart to think of the needs l aspirations of labour. The P has good legislators and ellent candidates but there are fficient good people elected to NDP to do the job that is uired."

Neal was speaking when the NDP s in opposition in B.C. He might e changed the slant of his harks had he been around when NDP lost the general election

John Clarke is a senior editorial writer for the Vancouver **Province.**

of December 11 after three years in office. But his perception of the basic difficulty in the labour-NDP alliance has been amply vindicated by the NDP's first term in B.C.

The NDP does not represent labour in the legislature. It never has, and if the point needed to be proved, it was well and truly made by ex-Premier Dave Barrett's anti-strike legislation of October 7 sending 50,000 workers back to their jobs in the forest, food and transportation industries, something the Social Credit administration of former premier W.A.C. Bennett never contemplated in 20 years of power. (See *Imperatives beyond the bargaining table*, p. 78).

The election of the new Socreds...has not materially altered labour's isolation from active politics

The elder Bennett tried to impose similar strike-ending legislation but never of the magnitude of the Barrett bill, which was so breath-taking in its sweep that the B.C. Federation of Labour later accused the former premier of acting "in a frenzy of political opportunism."

The election of the new Socreds under the elder Bennett's son, Bill, has not materially altered labour's isolation from active politics. Labour's relations with Barrett could not have been worse, despite attempts to characterize its differences with him as family squabbles. The point is that labour is as alienated from the NDP as it is from the Socreds. So the Socreds should not feel unduly concerned about labour's reaction to their election.

The October crisis on the B.C. labour scene may indeed have contributed to Barrett's downfall. There's some evidence that the labour vote deserted his party in some key areas, particularly in the urban centres. And even though the NDP maintained labour support elsewhere, the evidence of the breakdown in the labour-NDP alliance is so overwhelming that the only fair conclusion is that the NDP doesn't want to represent the trade unions in the legislature and that the trade unions have accepted the fact.

Here is what the legislative committee of the B.C. Federation of Labour said at its convention in November, before the election was called: "On October 7 the

government, in a frenzy of political opportunism brutally abrogated the rights of all working people by passing the Collective Bargaining Continuation Act. This act has set back the hundred-year struggle of working men and women for the right to refuse to work for inadequate wages by withholding their labour. Through years of anti-working-class governments, acting in collusion with rapacious employers, ordinary men and women have struggled together initially through mutual protective associations, later through modern unions, to gain some strength and leverage against the capitalistic economic system. The crux of the strength of working people has traditionally been the right as a group to refuse to work. This act directly removes this right... and places in jeopardy the right of all (other) workers to strike.

The NDP does not represent labour in the legislature

"No other government in Canada has yielded so quickly and transparently to the cries of the open mouth radio moderators for action to subjugate 'big labour'. Even the affected employers and their councils sat back in amazement as Premier Barrett and (Labour Minister) Bill King condemned workers to resume working under contracts negotiated one to two years ago. In a moment of supreme hypocrisy Bill King castigated Beryl Plumptre for her interference in collective bargaining and then proceeded to intervene in the most blatant overzealous manner...

"Your committee believes the public and uninformed union members should not be fooled into believing that this act will secure industrial peace. History has shown that in the long run repressive legislation will not be tolerated. This act is a betrayal of all workers who have actively supported the NDP and the CCF before it and of those people who supported this government in the 1972 election."

After the election was called for December 11 the federation quickly closed ranks and decided to support the NDP. But the fact that it had to decide whether or not to support the NDP, together with the accusations of political opportunism and betrayal, served only to underline the separation that has taken place between the two. The anti-strike legislation was only the culmination of a long series of differences between them.

Yet the Labour Code, enacted during the NDP's term, is one of the most progressive documents of its kind in Canada. The most important single section of the code is the one establishing the first full-time, fully independent labour relations board in recent B.C. history.

Until the NDP came along, the provincial board was made up of part-timers operating under the chairmanship of the deputy labour minister. Whether justified or not, labour could always point to that connection in accusing the board of reflecting more than a genuine desire to resolve problems between labour and management or the jurisdictional difficulties between unions themselves.

Now that the NDP is out of office, labour is worried about what the Socreds will do with labour legislation. Premier Bennett has been quietly advised to leave the basic concepts of the NDP's legislation in place. In general, management will be happy enough to continue operating under them, primarily because the new labour

The anti-strike legislation was only the culmination of a long series of differences

relations board is beginning to develop a body of labour opinion which is, in effect, becoming labour law. Its decisions are setting precedents that act as guidelines or rules for the conduct of collective bargaining and labour-management relations in general.

Labour would prefer to remain under the umbrella of the Code, primarily because it's afraid the Socreds might come down harder on the unions if they tried to write their own code. Even so, the B.C. Federation of Labour has never been completely happy with the NDP's labour legislation. It particularly doesn't like those sections that enshrine:

- the right of workers to refuse to join a union on religious grounds;
- the authority of the labour relations board to impose a first contract where unions and employers, bargaining under a new certificate, can't reach agreement;
- the board's authority to force unions into joint councils for bargaining purposes where a splintered jurisdiction would not be in the interests of good collective bargaining;
- controls against mid-contract strikes when technological disputes arise;
- restrictions against information on organizational picketing.

The federation tried to get the NDP to deal with those objections but the party refused to budge. Barrett

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rgaining table could be better
ined through political action. The financial gains of collective bargaining, for instance, could be wiped out by inflation, high mortgage and interest rates, uncontrolled medical costs, wild land speculation and so on. Only a government with labour's interest at heart could produce the kind of legislation that would protect gains made at the bargaining table. And if labour's social goals could not be met by legislation, at least ability to achieve some of them through bargaining could be improved with the right kind of labour legislation.

Now that its political option has, in effect, been removed by the NDP's determination, in or out of office, not to be labour's arm, the trade union movement in B.C. will have to seek new ways of dealing with its problems. It can do so only through collective bargaining. And that could mean more difficult collective bargaining.

Now that its political option has, in effect, been removed by the NDP's determination not to be labour's arm, the trade union movement in B.C. will have to seek new ways of dealing with its problems

To protect themselves against the erosion of contract gains, the unions probably will concentrate more heavily in future on social clauses — better medicare and denticare provisions, pension plans that will keep pace with inflation, much better working conditions on the factory floor or out in the woods or on the construction site.

They will seek much shorter hours and longer vacations. And, despite the temporary income guidelines of the federal government, they will seek wage structures that will more adequately reflect the problems of providing shelter for their families arising from high house prices, land speculation and climbing mortgage rates.

Ultimately, they will press for the forms of industrial democracy that are emerging in Western Europe. It would not be surprising to see the unions make representation on corporate boards a bargaining objective. The B.C. labour movement hadn't given much thought to this question while harboring the hope of making gains through the political process. Now that it knows it is much more on its own, it may well begin to study industrial democracy as a prospective bargaining goal.

When labour's role becomes enlarged as a result of the growth of industrial democracy, it will become aware of its responsibility to help preserve and make the economy grow.

This will, of course, force great changes in attitude among management as well as labour. In the long run the changes will be made at the bargaining table, then recognized by legislation. They may be gradual, but they will grow out of new union attacks on management rights, which can be expected fairly early.

The new labour relations board, providing the Socreds leave it as it is, will have to supervise the bargaining system through which these changes will be sought. It can't stop the unions if these are their objectives. But even under the new rules, collective bargaining will be very difficult in the years ahead in B.C., whichever party is in power. lg

Imperatives beyond the bargaining table

When William King, 45-year-old former locomotive engineer and British Columbia's first New Democratic Party labour minister, took office three years ago he believed that if they are sophisticated enough and sensible enough labour and management can settle their differences and create a stable industrial economy without any outside interference, most of all without government interference.

Yet the B.C. government was forced, on October 7, to bring in the most sweeping anti-strike, anti-lockout legislation over contemplated in Canada. That legislation, readily obeyed by rank-and-file union members, although fought vigorously by union leaders, ended strikes in the propane gas delivery business, British Columbia Railway operations, the supermarkets in the B.C. Lower Mainland and the pulp industry. It also ordered woodworkers, who had remained at work while trying to negotiate a contract, not to go on strike. The woodworkers later reached a voluntary agreement and that contract's terms will probably also be applied in the main to the pulp workers.

As for the others, they were given 90 days to reach their own settlements, otherwise the government would consider further action—compulsory arbitration.

No event could have been more calculated to emphasize the point that labour-management relations will always be circumscribed by imperatives beyond the bargaining table. With that one piece of legislation, Dave Barrett, then Premier of British Columbia, demonstrated that he was not prepared to allow labour unrest to drift so far as to endanger the economic health of the province.

The former NDP government's action in British Columbia preceded federal Finance Minister Donald Macdonald's "frightening" wage and price control program by about a week. In my view it will leave a more enduring stamp on so-called "free" collective bargaining. Labour and management can never hope to be totally immune to government intervention. And they may even expect government to be as ready to move in again as it was last year.

The apparent reasons for Victoria's move are interesting and instructive. Of the four occupations covered by the legislation, only the propane delivery truck drivers could be said to provide an *essential* service. Homes and businesses in central Vancouver Island were running out of heating fuel just as winter was about to set in. No alternative sources were available. Although food shopping had become quite inconvenient, people were still able to get groceries. And certainly wood and pulp were far from essential in that sense. So the B.C. Railway, which carries a lot of the products from the forests, was not essential either.

The government concluded that the public was "fed up" with strikes

But the former government concluded, in Dave Barrett's words, that the public was "fed up" with strikes. It saw that if it legislated each industry back to work separately—the traditional way—it could end up with not four bills but many more. Still facing negotiations this year were non-medical hospital employees, virtually all the nurses in the province, the teachers, mine and smelter workers, Lower Mainland municipal workers and policemen.

Even without the federal wage and price controls, the chances of industrial peace in British Columbia were very high as a result of Barrett's direct intervention, not only because it was what the public obviously wanted but also because it was so widely supported by union rank and file.

"Basically, labour and management have to learn to live together and have to be more self-reliant," said King shortly after he became labour minister in 1972. But after three years of strikes of one kind or another, King had clearly decided labour and management in 1975 couldn't be relied on to settle their own differences. He was most disappointed with the negotiators in the forest industry. While the other industries were covered by the legislation, the forest industry was the primary target. Former Premier Barrett was fed up with that industry for reasons of his own as well as those of the public.

Indeed examination of the forest industry dispute shows the tough anti-strike legislation was an almost natural outcome of the many complications that surround collective bargaining. Its pristine purity in King's vision doesn't really exist any more, if it ever did.

Consider the first complication in that industry. In 1974 the International Woodworkers of America, representing more than 35,000 lumber workers and loggers, negotiated a one-year agreement. The 13,000 pulp workers, represented by the Canadian Pulpworkers Union (affiliated to the B.C. Federation of Labour) and the

lp, Paper and Woodworkers of nada (not affiliated to the leration) were on the second year a two-year contract. Inflation had t them well behind the new IWA es. So, with the IWA's approval, y were given a special catch-up y increase putting them on a par h the IWA. That established the nciple that all workers in the forest ustry should receive the same sic contract.

fore negotiations started this year, three unions formed a liaison mmittee to co-ordinate their gotiations toward a common goal. t they went into the talks with erging proposals. The IWA manded a $1-an-hour raise, the p unions sought $1.50 an hour.

e pulp workers' argument was that international pulp market was althier than the wood market and t their contract should not be versely affected by the fact that y were bargaining in unison with e IWA. They could make the point cause they were not bargaining tly with the other union, even ough they were negotiating at the me time. That was the first crack in e common front and in the simple o-way negotiations King had hoped for. ere was no way either the industry the IWA would allow the pulp rkers unions to get a better ntract.

e negotiations went downhill from e day in May the crack first peared. On July 6, the three unions a strike deadline to take effect y 16. It was an obvious signal to e provincial government to intervene, d it did so by appointing Justice nry Hutcheon of the B.C. Supreme urt as a special mediator. Having ervened, the government still hoped e dispute could be settled without y further direct government olvement and without a strike. The A withdrew its strike ultimatum but e pulp unions went ahead, exposing e IWA to attack by what were now its mer partners in the liaison committee.

The pulp workers didn't picket just their own operations. They were in a fight with the entire country, so they legally could picket IWA operations as well, and they did. This infuriated the IWA, which wanted the plants not already closed because of the recession to remain open. Its strike fund was not very healthy and it made better sense to have as many persons as possible working during the mediation efforts, while those laid off could collect unemployment insurance. But workers who wouldn't or couldn't cross the pulp picket lines didn't qualify for unemployment benefits. To the IWA the pulp strike was poor strategy and the picketing of IWA operations a stab in the back.

Of course, the IWA had not reckoned with the pulp unions' other concern. Eastern sections of the CPU went into negotiations at the same time as the B.C. locals and their demands were the same.

The B.C. locals didn't want to find themselves with a settlement modelled to be more suitable to the situation involving the IWA than to a possible better one in Eastern Canada. Raw wood and government taxation, including stumpage rates, are lower there than in British Columbia and the speculation in British Columbia was that Eastern companies might be able to afford a better contract. If so, then it made good strategy for the B.C. pulp workers to tie their flag to the Eastern negotiations.

That idea didn't wash with the B.C. companies but it was another of the growing number of complications. For the industry there were two far more significant "interferences"—the first between the wood products and the pulp sections in British Columbia and the second between the forest industry workers and the U.S. Pacific Northwest. Before this year's negotiations, the B.C. workers were 98 cents an hour better off than their American counterparts and the B.C. companies wanted to narrow the gap so they could be more competitive in the U.S. market, which is also supplied by the Pacific Northwest.

The companies lost ground on that point because the Hutcheon report, the basis of the final IWA settlement, widened the differential to somewhat more than a dollar. This was the result of yet another complication. British Columbia's highly integrated economy lends itself to pattern-settlements rather well. It has a relatively small, highly-unionized workforce in a few big industries. So the unions tend to follow one other. Last year, public service settlements had been very high with wage increases averaging something of the order of 20 per cent and they had become the standard bearers. Management in productive industry such as wood products and pulp was angered by the fact that occupations, in government or municipal service, whose wage costs can simply be passed on to the taxpayers had been allowed to take the lead.

The provincial government said its employees should be paid no less than those in private industry and spent last year negotiating agreements with hefty percentage raises to bring them up to industrial levels. But those percentages in turn became the objectives of unions in private industry. In some cases, the productive workers were trying to keep ahead of the service workers.

So the government's own policy, socially defensible as it was, was another complicating factor in the forest industry negotiations.

By far the most significant complication, however, was the provincial government's direct financial interest in the outcome of the dispute. The consequences are only now becoming apparent.

In direct stumpage, royalties and other tax charges the provincial treasury takes about $200 million from the forest industry in an average year. In a good year like 1973 the take is closer to $250 million.

But that's only the beginning. Corporate and personal income taxes derived from employers and workers in the forest industry provide many millions more. In fact, it's estimated that the total government stake, both federal and provincial, amounts to nearly $470 million a year in stumpage, royalties and corporate and income taxes, with the province of course taking the biggest slice. The impact of these numbers is twofold:

- The provincial government obviously is interested in securing labour settlements without a strike. B.C. wasn't able to avoid one last year because the pulp workers wouldn't go along with mediation without a strike as King had hoped. But a prolonged strike deprives the government of a lot of money for the social services people want. It also runs the risk of throwing out of work a lot of people not directly employed by the forest companies. It's estimated, for instance, that nearly 250,000 people owe their livelihood directly or indirectly to the forest industry. That's about 25 per cent of the total provincial workforce.

Government is always under enormous pressure to do all it can to prevent such widespread hardship from a single strike. And it's under a strong obligation to the taxpayers as a whole, to ensure that it doesn't lose forest industry taxes as a result of a prolonged shutdown.

- The level of taxation itself is beginning to have a bearing on negotiations, at least it's beginning to be perceived as a factor. In the early stages of the dispute the forest companies said they couldn't pay more than a cost of living increase in wages because, among other things, they were already paying a good deal more than their competitors in the U.S. and they were paying higher royalties and other tax charges than elsewhere.

The provincial government, of course, made no admissions about the effect of taxation on the industry's ability to pay its workers. But when the industry digs its heels in, as it did in British Columbia last year, and a strike occurs that seriously reduces provincial revenue and implies that taxation is helping to prevent a settlement, any government would have to consider the impact of its tax policy.

This is not to suggest that the B.C. government should or was about to cater to labour negotiations by adjusting its taxes. But if taxation is helping to condition the attitude of one side in a labour dispute, it is one more factor clouding the purity of collective bargaining on which King's vision of negotiating freedom is based. And government is involved one way or another.

Both these points raise the question as to whether a strike is an acceptable tool of collective bargaining. Is the loss of livelihood for 250,000 people—about five times the number directly affected by the dispute—a reasonable price to pay to preserve the right to strike? They suffer inconvenience and distress because of a decision by other workers in which they have no part. Is the loss of government revenue and the potential damage to government services and programs a fair price for a strike? The people who need these services have no say in a decision whether or not to strike. Has the strike become too powerful a factor in a democracy if it can, by implication at least, force a duly elected government to consider its taxation policy in the light of its effect on a labour dispute?

The alternative to a strike is settlement under some form of coercion applied by government. This raises perhaps the most important question: can collective bargaining ever be as free, or should it be as free as, King believed?

So there is a very powerful political dimension to disputes in the key industries in British Columbia, especially the wood products industry. The man in the street knows his well-being depends on a healthy and stable forest industry because it's half the provincial economy. If a government were to adopt a totally uninvolved attitude toward collective bargaining, which would be "free" in the classic sense, it wouldn't last long.

The IWA said it didn't like being legislated back to work or told to remain on the job but it "understood". The pulp union leaders thought for a while about defying the law but even before they recommended that the law be obeyed, the pulp workers were already in the mills or on their way there. And the employers "accepted" the government's decision, even though they were no happier than the unions with this strident intrusion into labour-management affairs.

The point is that both the unions and management tacitly agreed there is no alternative to obeying a government when it decides that free collective bargaining is working against the interests of the province as a whole. And that decision may or may not have anything to do with the imperative to preserve essential services. The B.C. government merely concluded that there was a little too much economic pressure to allow the strikes to go on any longer.

The moves the NDP government made last year may force labour and management to examine their attitudes more honestly in the future and to recognize responsibilities beyond their own interests in collective bargaining. If they do, bargaining will become more reasonable and governments will be able to leave the negotiators on their own. It is never easy for government to decide to remove, even temporarily, some of the basic democratic rights. It will not be anxious to do so too often. But the October crisis in British Columbia has led to an extraordinary precedent. That precedent says that preservation of essential services is not the only justification for ending a strike. A government need only decide to become "fed up" with prolonged labour unrest to end it with a stroke of the legislative pen. lg

Why unions oppose mandatory wage curbs

y Ed Finn

anada's labour movement fiercely pposes the federal anti-inflation rogram because unions see the straints as a threat to their rvival.

heir reasoning is simple. By setting per limits on the size of wage d benefit gains that can be gotiated, the government has ade genuine collective bargaining possible. And since the primary nction of unions is to represent d fight for their members at the rgaining table, the elimination of at role greatly curtails their efulness.

its statement on compensation, sued shortly after its formation, e Anti-Inflation Board declared at "it is not the intention of the ard to replace the collective rgaining process... It is expected at the parties will negotiate in od faith with a view to concluding greements under the guidelines."

ne absurdity of such a self-ntradictory statement betrays a mplete ignorance of the collective rgaining process. As one perienced mediator — lawyer anley Hartt — commented after ading the anti-inflation legislation, t is so unrealistic that one is led believe that no professional in bour relations had a hand in its eparation."

***Ed Finn, information director for the Canadian Brotherhood of Railway, Transport and General Workers union, writes a regular column on labour for* The Toronto Star.**

He pointed out that "bargaining is a give-and-take procedure dealing with various combinations of proposals and trade-offs between monetary and non-monetary terms." How, he asked, can the parties deal with this trade-off intelligently amid the uncertainty created by the guidelines? Uncertainty is a mild term for it. Confusion, or even chaos, would be a more accurate description.

The guideline formula itself has an 8 to 12 per cent range, with a complicated system for ascertaining the justifiable figure for each bargaining unit. In addition, there are several exemptions and "special considerations" for certain groups, depending on the timing of their negotiations, the date their last contract was signed, the size of past settlements, and "historical relationships" with other groups.

Employers are viewed as enforcers of the government's anti-labour campaign

Almost any union can seize on one or more of these exemptions to justify — at least to its own satisfaction — an increase surpassing the guidelines. The historical relationship clause is especially broad, since virtually every unionized group pegs its wage objective to the standards set by some other union.

The AIB, however, has interpreted this and other exemptive clauses very conservatively, allowing in most cases only a few percentage points more than the guideline and ruling that inter-group parity should be re-established over a period of several years.

These conservative rulings on wage gains, coupled with the board's failure to roll back a single price increase in its first three months of operation, reinforced the unions' conviction that the controls were aimed exclusively at them — wages were to be rigidly suppressed, while prices, profits, rents, professional fees and other forms of income were to be left unrestrained.

Employers are viewed as enforcers of the government's anti-labour campaign. Whether this is so or not

is relatively unimportant. What counts is that the unions believe that governments and employers are ganging up on them, and that they are struggling for their very survival.

This may seem to be an exaggerated fear. But consider the disparate treatment of business firms and unions under the restraints. For the average company, it's business as usual. The worst that can happen is that its profits may be somewhat reduced. For a union, on the other hand, the rules of the game have been drastically changed. Its principal function of collective bargaining has been reduced to a meaningless ritual.

The inequity should be obvious. Prices are set unilaterally by the employer, so that he can be restrained, if at all, only by the AIB. Wages are *not* set unilaterally by the union, but bilaterally through contract negotiations. So the union now has two sets of hurdles to overcome, the employer's and the board's. A victory over management, achieved with or without a strike, can be nullified by the AIB, and almost surely will be if the settlement exceeds the guidelines.

It is not inconceivable that large numbers of workers will question the continuing need for unions that have been rendered impotent. They may question the need for extensive union research and education programs that are geared to collective bargaining.

The enforcement of wage curbs may also impair the unions' organizing efforts. What incentive is there for a non-union worker to join a union held to the wage guidelines, unless his own employer is giving him even less? Unions have more to offer unorganized workers, of course, than the prospect of fatter pay envelopes; but pay is uppermost in the minds of most employees

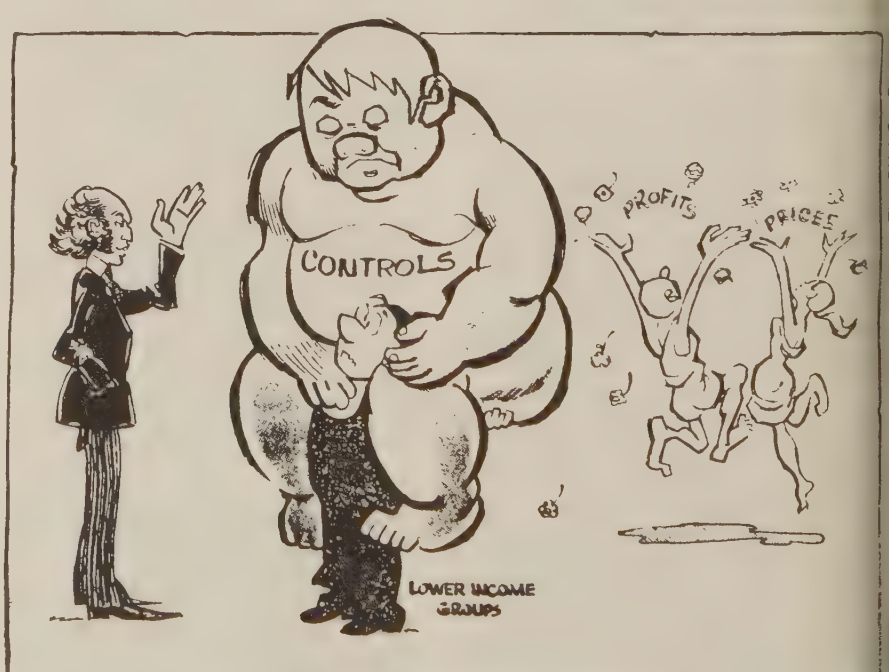
Collective bargaining has been reduced to a meaningless ritual

contemplating union membership; and to that extent the controls cannot help but make union organizing more difficult.

Faced with this threat to their survival, the unions have reacted with predictable outrage and resentment. In developing their counter-offensive, however, they have been handicapped in several ways. Their main problem is that only the union leaders clearly perceive the institutional perils posed by the controls. The average union member sees only the possible restriction of his next wage increase.

Moreover, a large number of unionized workers — probably a majority — are sufficiently concerned about inflation to give the government's program a trial before condemning it. Many of them have benefited from substantial wage hikes in recent years, and are not greatly alarmed by an enforced limit of 8 to 12 per cent for the current year, if there is any chance that the controls will bring down the cost of living as well. The average worker is therefore taking a wait-and-see attitude. Only if the rate of inflation continues its upward spiral, and only if he is faced with another low wage settlement for 1977, will he generate the same militant opposition to the controls that his union leaders have shown from the outset.

If this rank-and-file rebellion occurs, labour's fight against the controls may be escalated to a level of civil disobedience. For the time being, however, it consists of little more than verbal defiance. The strategy is to ignore the controls, try to pressure employers to do likewise, and swamp the board with so much work that its bureaucratic machinery will break down under the load.



A labour view

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e only hope they can reasonably
ve. They are prepared, in other

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words, to lose all the battles if in the end they can win the war.

Labour's all-out opposition to controls has raised the question of whether it could have been persuaded to co-operate with any such program to combat inflation. Are the unions, in short, so wedded to the labour relations status quo, and so concerned with their institutional survival, that they would blindly oppose any measures that inhibited their collective bargaining activities?

Only the union leaders clearly perceive the institutional perils posed by the controls

Such a hypothetical question is difficult to answer, but it is safe to say that a program of restraint that clearly held down profits, rents and other forms of income, as well as wages and salaries, would have a good chance of being accepted by labour.

If wage controls had to be imposed eventually, they would be much more readily accepted if tied to a yardstick that was more equitable than the Consumer Price Index. The CPI was never intended, and does not purport to be, a true cost of living barometer. As Statistics Canada admits, it measures only changes in retail prices of a fixed quantity of goods and services, largely reflecting the spending patterns of urban middle class families. Moreover the formula being applied by the AIB does not in practice enable workers to keep pace with the rate of inflation; it forces them to fall behind.

It is important to keep in mind that the typical "basket of goods and services" covered by the index must be purchased with a worker's take-home pay, since the major deduction from his pay cheque — income tax — is not taken into account. The compensation formula, however, makes a straight one-on-one relationship between the CPI and the worker's gross income, granting a 1 per cent increase for every 1 per cent rise in the index. A worker held to a

10 per cent raise this year, if the inflation rate remains at 10 per cent, might have only 6 or 7 per cent left after taxes, depending on his tax bracket. If he happens to be in the 40 per cent tax category, for example, he would need a 16 per cent wage hike to ensure that he had sufficient disposable income to offset a 10 per cent rise in the CPI. By disregarding the inadequacies in the CPI as a cost of living yardstick, the government has made its anti-inflation program all the more discriminatory against working people — in effect forcing them to take a substantial cut in real income.

Labour's support could have been enlisted if the controls had been aimed first at prices and only later — if necessary — at wages

Some of the principal living costs measured by the index are not covered by the controls. The exemption of food production, most house selling prices, mortgage rates, rental units less than five years old, and fuel used for heating and transportation means that items accounting for 64 per cent of the CPI will not be under effective restraint.

Because the index is based on the spending patterns of a "typical" middle class family, it seriously underestimates the rise in living costs experienced by those near the bottom of the income scale, such as part-time workers, those earning the bare minimum wage, the unemployed, and pensioners.

Food is rated as 28 per cent of the total index, housing as 32 per cent, and transportation as 14 per cent. But many families with incomes of less than $8,000 a year are forced to spend substantially more on these necessities of life. Some spend as much as 75 per cent of their budgets on food and shelter alone. What is needed, therefore, is a separate index for low income families, one that would be tailored more accurately to their spending pattern. Indeed, it would be helpful to have several indexes for various income ranges.

Another question that workers are asking is, "What happens to the money that we would have received in extra wages if we weren't compelled by the AIB to forego it?" Is it going to the company's shareholders? If so, the workers will have a hard time figuring out how it is somehow less inflationary in the coupon-clippers' pockets than it would be in theirs. If, on the other hand, the money saved on the company's payroll does not go to the shareholders, why isn't the saving passed on to consumers in the form of lower prices? These are legitimate questions, and they call for more satisfactory answers than have so far been provided.

An unfortunate casualty of the wage control measures may be the initiative launched by Labour Minister John Munro to introduce a more rational and co-operative system of labour relations in Canada. In setting up the Canada Labour Relations Council last year, he hoped through tripartite consultation to find ways of minimizing the conflict inherent in the adversary system. He is still hopeful that progress can be made toward that goal even while the controls are being administered. Some labour department officials are even taking the view that the controls will provide a welcome respite — a period in which the new council can prepare a more co-operative system to go into effect when the controls are lifted.

Some of the principal living costs measured by the CPI are not covered by the controls

In conclusion the most reasonable answer to the hypothetical question — could labour's support have been enlisted for *any* kind of controls? — is a qualified "yes". If the controls had been aimed first at prices and only later (and if necessary), at wages, and if the compensation formula had been tied to a more equitable cost of living yardstick than the CPI, organized labour would almost certainly have co-operated.

As it is, the program actually adopted — whether intentionally or not — has clamped down first on wages, while doing little to check profits, dividends, rents, and other forms of income. And it has tied permissible wage increases to a formula that will force upon most workers a reduction in their standard of living. No surer way of inciting the unions' strongest opposition could have been devised. lg

New directions for Québec labour?

by Pierre J.G. Vennat

The recent convention of the Québec Federation of Labour (QFL) gave observers an excellent opportunity to ponder the future of the labour movement in Québec.

On the eve of the convention, Yvon Charbonneau, president of the francophone teachers' union — the CEQ (Centrale de l'Enseignement du Québec) — stole the spotlight from the QFL by announcing that his 80,000-member organization would seriously study, over the next few months, the possibility of a merger of the various labour federations in Québec. He was thus the first to publicly launch this idea.

There was more talk that week of a merger of the unions, and of a united front than of the QFL as such. December will be remembered as the period in which the idea, toyed with for a long time, made the most headway.

Yvon Charbonneau appeared at the QFL convention to tell delegates about the CEQ's determination to work with the other central labour bodies towards the unification of labour organizations in Québec. Joint efforts to this end are already under way. A common front of 85,000 public service employees already exists, and militants from

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the three central labour bodies across Québec have combined forces in their fight against mandatory wage curbs.

Last summer, the QFL and the Confederation of National Trade Unions (CNTU) combined forces to form a common front of Asbestos Miners in Thetford.

Delegates to the QFL convention welcomed CNTU president Marcel Pepin while the memories of bitter inter-union rivalry in the construction industry were still fresh, and in spite of the role played by the CNTU in the creation of the Cliche Commission.

Those same delegates gave Yvon Charbonneau an ovation that brought down the house when he said that it was time to go further than partial and occasional common fronts, and to take concrete steps towards unity.

Pepin elaborated on the same theme and declared to his QFL colleagues: "We do not have the right to play our hands separately while the political and financial powers are treading more and more on the working class."

As Yvon Charbonneau later said, the merger of all the central labour bodies is an interesting "long term prospect" but some important conditions must be met before it can materialize.

The first would probably be easiest to meet. It would mean establishing a basic common platform, including the same perception of the economic and political situation and of society in Québec, an overall proposal for social change, and the establishment of common objectives.

The second condition would be more difficult to satisfy. As Yvon Charbonneau said, and his views are in agreement with those of Marcel Pepin and the CNTU, it is difficult to imagine the merger of the union of maintenance employees of CEGEP X and local Y of some international union whose decision centre is for the most part unfamiliar with, or remote from, the struggles and conditions prevailing in Québec.

It is probably in the light of this problem that Louis Laberge proposed that the members of his

union redefine their relations with the American unions and that Québec workers set up a structure that would allow them a maximum degree of autonomy, while at the same time remaining — if they chose to do so — within the framework of unions beyond the borders of Québec.

A third condition would be the creation of a strong mixed organization in each Québec region.

"It certainly was not the international unions' strategies that forced the multinational companies of Québec to lose ground," declared Yvon Charbonneau. When the Québec workers succeeded in making some headway against certain American giants, it was thanks to their mobilization at the local and regional levels. Therefore we must concentrate on this point."

In any event, the central labour bodies in Québec have no choice. As Marcel Pepin stated, it is the responsibility of all labour organization leaders to do their very best to eliminate obstacles and to co-operate in building labour's strength in Québec.

"If we do not follow the path that we have so painfully laid for several years, the membership will criticize us — and rightly so — because, as organizations, we will have put our particular interests before those of the working class."

While waiting for the dream of labour unity to come true, however, the Québec labour movement's no. 1 strike force is no longer the CNTU, in spite of the fame of its president, Marcel Pepin, but the QFL, making it necessary for us to follow closely its every step.

Within the QFL a struggle is taking shape between those who may be described "leftist" and those who may be called "right wing reactionaries."

At the convention, the Québec leader of the Steelworkers, re-elected vice-president of the QFL, attacked the "Marxism of scholars" and all those who advocate following "the unrealistic Marxist dogma that seems to have wrought great havoc" within the labour movement.

This anti-leftist feeling is reflected at the grassroots level of the union, which is said to be, and the strike statistics prove it, one of the most militant in Québec.

One important idea brought up at the QFL convention is that in Québec, organized labour should support Parti Québecois, while in the other provinces it would give its official support to the New Democratic Party.

The QFL, following the lead of its president, Louis Laberge, considers the creation of a labour party in Québec "untimely and inopportune" and has decided to play an active role in the next Québec electoral campaign, in order to defeat the Bourassa government.

Support given to the PQ is "conditional." The organization would like the workers to define the type of socialism they want and to use all their influence to keep the PQ from allowing the power to fall into the hands of an elite group cast in a traditional mold, but hiding behind a modern façade.

We must bear in mind, said Laberge, that the PQ is not a true labour party.

"The Parti Québecois could potentially constitute a force for real change, but the working class must in no uncertain terms make its views known to the PQ by expressing them clearly and loudly.

Without favouring an official organizational link with the PQ, Laberge publicly recognized that the PQ constitutes a real political force, that its views are the most congruent with those of the QFL and that it is the most democratic of the parties in the running.

Speaking to the higher echelons of the PQ, Laberge concluded his lengthy speech on the political commitment of his organization by saying that QFL members would give their support only to the extent that the PQ would accept the political program that the QFL would put forward.

"We must give the militants who are working within the PQ a clear definition of the social democracy that we wish to see," concluded Laberge.

Finally, the QFL, weary from the trying experience of the Cliche Commission and the unspeakable behaviour of certain former union leaders in the construction industry whose actions brought disgrace upon the whole organization, gave itself extended powers to enable them to intervene wherever labour democracy is violated.

A few days after the QFL convention, in fact, the organization was scheduled to start an inquiry into the amalgamated clothing workers in the garment industry, where there is no lack of violation of democratic principles.

If the QFL is successful, it will become a powerful force on both the labour scene and on the political front. lg

The foregoing was condensed from an article in **La Gazette du Travail**

The QFL—a paper tiger?

by Gerard Kreeft

Although the Québec Federation of Labour with about 350,000 members, is the largest labour body in Québec, its strength has been greatly exaggerated: The QFL is first and foremost a labour federation and not a labour union. Unlike the Confederation of National Trade Unions (CNTU) and the Centrale de l'Enseignement du Québec, (CEQ) the QFL does not in most instances, directly represent the members it serves. This was brought out at the federation's recent annual convention in Québec City. The 600 delegates represented 63 labour bodies comprising both international and national labour unions as well as locals directly affiliated with the QFL.

It is important to recognize that the allegiance of QFL members is at best a secondary one. While it is true that industrial unions such as the United Steelworkers of America, actively participate in the QFL, the QFL does not in most instances participate in any contract talks. Rather, wage negotiations in most cases are conducted directly by unions *within* the QFL, such as the Canadian Union of Public Employees (CUPE) and the Steelworkers.

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In a bid to overcome this problem, the December 1975 convention gave the QFL the mandate to allow locals "in exceptional needs and circumstances" to affiliate directly with the QFL. The QFL was also granted the right to administer trusteeships over individual locals if the union involved is willing to delegate this responsibility. Thus, it is expected that three locals of the United Textile Workers of America (UTWA) representing 800 of the UTWA's 4,500 members will ask for direct affiliation with the QFL.

Primarily because the QFL is a labour federation, one of its major problems has been the lack of a stable, cash reserve

Primarily because the QFL is a labour federation, one of its major problems has been the lack of a stable, cash reserve. QFL executive-secretary Fernand Daoust described the financial situation as "catastrophic." It is true that the QFL has been saddled with some unfortunate debts: the $98,000 debt of *Québec-Press*, a union tabloid that went bankrupt earlier this year, and the $90,000 that the QFL loaned local 510 of the United Auto Workers, which held out in the bitter 20-month strike against Pratt and Whitney Aircraft of Canada Ltd., in 1974 and 1975.

However, the necessity of doubling the monthly per capita dues to 30 cents from 15 cents arises from the QFL's inability to collect dues from approximately 100,000 of its members. This represents a loss of almost $200,000 a year. True, at the convention, the QFL leadership sought and obtained constitutional changes that will in future allow it to police dues collection more

...the defaulting of per capita payments by almost 30 per cent of the membership can only prove to be an embarrassment to the QFL...

closely. Yet the defaulting of per capita payments by almost 30 per cent of the membership can only prove to be an embarrassment to the QFL at a time when it is trying to establish itself as a credible labour central. Primarily because the QFL must cater to such a wide divergence of opinion, it lacks the cohesion and mobility enjoyed by both the CNTU and the Centrale de l'Enseignement du Québec.

It should come as no surprise, therefore, that Marcel Pepin, president of the CNTU reacted favorably to the CEQ's proposal for the formation of one labour central. At the same time it is understandable why Louis Laberge, president of the QFL has been reluctant to endorse such a merger. While the CNTU and the CEQ deal directly with their membership, the QFL must first canvass its affiliated unions to ensure that their support is forthcoming.

This search for consensus was reflected at the QFL convention. While the federation was given the mandate to use the general strike as a final weapon against the government's wage control program, the final resolution allows the QFL leadership to use this weapon only after each union has voted on the matter. This compromise solution came after the CUPE delegation expressed strong approval for a general strike, while the Steelworkers expressed strong disapproval. In the end, the watered-down support for a general strike could become an albatross around the neck of the QFL.

While much time and discussion at the QFL convention was spent on how the QFL could be strengthened, there was little specific discussion of the Cliche Commission and the construction unions which form a vital part of the QFL. The election of Leopold Lavoie, as president of the 75,000 member Provincial Building Trades Council was clearly a rebuff to the QFL leadership, who had not endorsed Lavoie. This position was left vacant when André (Dédé) Desjardins, former president of the Provincial Building Trades Council was forced to resign following charges by the Cliche Commission of corruption and mismanagement. Yet aside from the charges, which stemmed from the Cliche Commission hearings, there is little evidence to suggest that the QFL construction unions will follow a new road.

It must be understood that the attempts by the provincial government to bring greater standardization and efficacy to the construction industry have been indirectly responsible for the tenuous relationship that today exists between the Québec Federation of Labour and the government. Bill 290, first introduced in 1968, seemed like a good idea at the time. Formerly, bargaining had taken place between hundreds of contractors and labour unions in every region of the province. Bill 290 changed all that.

The new law recognized two of the QFL's labour organizations, the Confederation of National Trade Unions, and five employers' associations as the sole negotiators for the construction industry. The purpose of the bill was to reduce, inter-union raiding, reduce the number of labour strikes, and above all, bring common wage settlements for the tradesmen. By wresting control away from the various regional labour bodies and giving this power directly to the two labour centrals (QFL and CNTU), the Bourassa government wittingly or unwittingly helped consolidate the political power of the QFL. Yet at the time, this was not obvious. Between 1968 and 1973, no collective agreements were signed because the QFL and the CNTU, as well as the five employers' associations each possessed veto power, which they used with regularity.

The position of the QFL is more consolidated than at any time in the past...

To overcome this impasse, the Bourassa government in 1973 passed Bill 9, which restricted the veto power to the labour body and employer association representing the majority interests. To further ensure that the province's construction workers would maintain progress on the Olympic construction operations, the provincial government ordered the various companies to raise the salaries of the construction workers. Since the QFL construction unions represented 75 per cent of construction workers in Québec, this meant a further consolidation of power for the QFL.

And when in December 1974, the National Assembly passed Bill 201, allowing the government to unilaterally increase the wages of the province's construction workers, it became evident that collective bargaining had been given a proper burial. Of course there was still the requirement that the government would have to consult with both parties prior to the action.

The position of the QFL is more consolidated than at any time in the

st, despite the Cliche Commis-
n's public cleansing of the
L's 75,000-member Provincial
ilding Trades Council, (LG, July,
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er infighting between the CNTU
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t because the Cliche Commission
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til the consent of 75 per cent of
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t the QFL lobby pressured the
ébec government into reducing
needed approval to 50 per cent
union members. And despite
strong urgings of the Cliche
mmission to abolish the manage-
nt and union placement centres,
government ignored this
ommendation.

thermore, the CNTU's veto power
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olished, and the stage was set
the final showdown. During
tober 1975 both the CNTU and the
L took to the hustings, Madison
enue style, to take advantage of
30-day recruitment period. The
come was evident before the
loting began. The QFL, by a
5 per cent vote, easily emerged
the victor, giving it a complete
nopoly of the construction

...the QFL now fully realizes that its mandate comes not from any government but from the unions...

industry in Québec. The CNTU polled only 14.9 per cent.

The government, in the name of efficacy, industrial peace, and urgency, has consistently circumvented the laws it created. Consolidation of the construction industry under Bill 290, reduction of the veto power to only the majority labour body and employer under Bill 9, and granting the QFL a complete monopoly over the construction industry illustrates how the provincial government is seeking to integrate the QFL into the state. Indeed, the centralization, and integration of the QFL construction unions by the provincial government is designed to ensure that the QFL exercises complete control over the construction unions as long as this is thought to be desirable.

Even as the QFL was concluding its convention, Québec's municipal affairs minister, Victor Goldbloom, was telling a Montreal news conference that the fate of the 1976 summer Olympics was in the hands of the construction companies and workers involved in the project. Because the QFL now has a complete monopoly in the construction industry, the QFL will be hard pressed not to meet this deadline.

What does all this mean? It could herald a new era in labour relations in Québec. Partially realizing that the province needed labour peace, and partially realizing that the QFL is anxious to consolidate its own political base, the Bourassa government is fast creating a new corporate order.

The new corporatism is unlike the old corporation that existed under the Duplessis government. Then, the government, in co-operation with the clergy, combined to proclaim a traditional life style emphasizing Catholicism, authoritarianism and above all, rejection of any trade unions described as secular and threatening to the French-Canadian lifestyle. Indeed, it was only during the "quiet revolution," when Québec became fully secularized, that the trade union movement began to fully blossom.

Between 1962 and 1971, union membership in Québec increased from 350,384 to 728,263 — an increase of more than 100 per cent. As the state moved into public education, health and social welfare programs, assuming a greater responsibility than in the past, it became apparent that the role of the Church had diminished considerably. Instead the trade union movement, particularly in the public sector, has come to fill the vacuum. The Bourassa government has wasted little time in trying to integrate the labour movement in the state. Nevertheless, the QFL now fully realizes that its mandate comes not from any government but from the unions, and the rank and file who belong to the QFL. lg

Educated unemployment in developing countries

by George Sanderson

To most Canadians, unemployment means that a person has lost his job and is looking for another job. In other words, he is seeking an opportunity to sell his labour for a wage or salary. In this sense, unemployment in developing countries is confined for the most part to relatively well-educated young adults. Although the problem is especially prevalent — both in frequency and duration — among primary and secondary school leavers, it is not unknown among highly educated people. The reasons for unemployment in the Third World being concentrated among these particular groups are worthy of exploration.

While the acquisition of skills necessary for national development continues to be an important objective of education in developing countries, since 1970 there has been a growing awareness of the limitations of national manpower planning in forecasting skill needs and programming educational output, skill by skill to meet these needs.

Because of the length of most educational cycles, manpower forecasts that attempt to be useful to educational planning are impelled to look ahead at least five to 10 years. Of course, no one is surprised to discover that completely accurate forecasting is impossible over such lengths of time. But what is disturbing is that virtually all manpower forecasts of the long-term variety have turned out to be seriously wrong.

George Sanderson is editor of The Labour Gazette.

Moreover, an increasing number of governments in the Third World are beginning to realize that it is the whole structure of the educational system rather than the details of the curriculum that must be reoriented to serve national objectives.

In many countries, the prevailing educational system has in fact hampered rather than helped development. Primary education oriented to urban needs has contributed to rural-urban migration and has not done much to assist in developing rural areas. The explosive expansion of secondary and higher education has fostered employment expectations that cannot be met. A competitive scramble for certificates or diplomas as tickets to the next stage in education or to the few, relatively high-paying, white-collar jobs available to those with secondary or higher education, has distorted the whole education process.

Educated unemployment has become a serious problem in many countries, and an increasing number of graduates are obliged to take jobs for which their level of educational attainment is not necessary. Sri Lanka and India are important examples of countries where the phenomenon of educated unemployment occurs on a major scale.

In many countries, the prevailing educational system has in fact hampered rather than helped development

Definitions of educated unemployment — found mainly among young adults seeking non-manual wage employment in urban areas — differs among developing countries. In Sri Lanka, for example, the problem is largely one of unemployment among secondary-school leavers. In Kenya, however, primary-school graduates constitute the bulk of the "educated" unemployed.

The persistence of educated unemployment in India — not to mention other developing countries — can be explained by certain institutional features of the labour market that slow down the rate at which the unemployed are willing to take a job at any price. Strong taboos about changing jobs make it perfectly rational for new entrants to spend a long time — often more than nine months — seeking the best possible job available. Job seekers also tend to rely heavily on personal contacts as the principal source of job offers, which tends to lengthen the period of search. Moreover, job seekers can rely on some financial support from their families, who hope for a later pay-off.

The provision of facilities at the secondary or higher levels in excess of real needs, represents a misinvestment of resources that

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The student who terminates one stage and does not proceed to the next is poorly prepared for employment

While the revision of curricula is important, it is now much more widely understood that the re-adjustment of educational programs will have to go much further. Top priority should be given to a long-term employment strategy, to correcting the structural imbalance between aspirations and opportunities among those with educational qualifications. Measures that could make education programs better conform to the real needs of developing countries include:

- Quantitative restrictions.
- Restructuring the pattern of educational finance.
- Direct intervention in the labour market.
- Diminishing the influence of the examination/diploma system.
- Strengthening the link between education and work.
- Recurrent education.
- Out-of-school education.

Both the economic and social objectives of developing countries might best be served by redirecting resources in favour of the lower stages of the educational system. The case for restricting the growth of higher and to some extent secondary-level education is not based on the fact that there is educated unemployment. Rather it is based on evidence about the social yield of investment in education after adjusting earnings for the average probability of unemployment.

Data from 10 developing countries reveals that primary education yields higher social rates of return than any other level of education. On average, the social rate of return on secondary schooling exceeds that on university-level education. Consequently, the present tendency of educational systems to grow more quickly at the top rather than at the bottom must somehow be reversed.

This could be achieved by imposing ceilings on the number of places that are provided at the higher levels and reallocating a portion of the educational budget from higher or secondary education to primary schooling.

But to reverse this trend may cure unemployment among high school and university graduates only to create or aggravate unemployment among those with no more than primary education. The remedy for the latter in the short run would seem to lie in the provision of out-of-school education. In the long run, it would lie in slow and patient reform of primary education through curriculum reform, examination reform, and improvement in teacher training.

In a number of developing countries, however, a well-established tradition of privately-financed and operated secondary education makes it virtually impossible to control the scale of secondary education, which leaves the universities and technical institutions as the only sector of the educational system that might be effectively rationed by government fiat.

But producing fewer unemployed university graduates entails the creation of more unemployed high school graduates. Since the incidence of unemployment is everywhere lower for university graduates than for high school graduates, it actually tends to raise the total number of educated unemployed. However, because producing a university graduate often costs eight times as much as producing a high school graduate, financing fewer university graduates would release

resources that could be used elsewhere to create job opportunities.

Nevertheless, in one or two countries, the idea of enrolment ceilings even in higher education is literally impossible and not merely politically impracticable. In the Philippines, for example, 92 per cent of the funds devoted to higher education are reportedly private funds.

Another solution would be to restructure the pattern of financing education. A larger share of the costs of higher education — and perhaps state-funded secondary education — could be shifted to students and parents through an increase in tuition fees coupled with a system of loans to be repaid out of a tax on the graduate's future income, together with scholarships for talented poor students. The sums of money thereby released could then be devoted to primary education.

However, the argument for raising fees is entirely dependent on the notion that the demand for higher education is related to costs borne by an individual, and that higher fees will lead to a reduced demand for places. Although the empirical evidence to support this proposition is rather weak, it is certainly plausible.

Moreover, a survey of the social composition of students in higher education would soon demonstrate that the average university student in developing countries is economically much better off than the average taxpayer. These figures could be publicized, and with them the true resource costs of higher education compared with the private costs to students and parents. In India, for example, every university student effectively displaces 88 students in primary education.

Given the built-in educational biases against children from poor families, it is hardly surprising that as one mounts the educational ladder, the survivors are drawn increasingly from well-to-do families. In light of this, excessive investment in higher education in developing countries takes on added significance.

An increase in fees is also perfectly compatible with an increase in scholarships, but the latter must be tied to parental income as well as to the student's ability. Because the opportunities for gainful employment increase rapidly after the age of 12 in most developing countries, failure to compensate parents for the foregone earnings of their children at school constitutes an obstacle to participation in secondary and higher education for the poorer classes.

...the present tendency of educational systems to grow more quickly at the top rather than at the bottom must somehow be reversed

The ILO World Employment Program (WEP) mission reports say very little about the fee structure of education, particularly at the higher levels, or about grants, scholarships and loans related directly to parental income. This is surprising in light of the emphasis on income distribution in the ILO literature. Surely the pattern of finance of education, considering that post-primary education typically leads to higher earnings, is not a negligible aspect of the problem of income distribution.

Some countries, however, face the problem of unemployed university graduates even though parents bear almost all the costs of their education, the Philippines being a case in point. A possible solution to the problem in the Philippines is to make higher education more expensive by inducing private universities and colleges to improve their quality and also increase their fees.

It is pointless to call for the restriction of secondary or higher education, however, as long as the labour market continues to make further education profitable. Consequently, a policy of narrowing pay differentials between the more and less educated, between manual and non-manual workers, rural and urban occupations, is both practical and advisable. Its consequence would be to reduce the private rate of return on education, thus discouraging demand for it. But it would be fruitless to propose changes in pay scales without at the same time attempting to alter hiring practices.

Because the governments of most developing countries are the principal buyers of educated people, it would seem perfectly rational to alter the pattern of monetary incentives in the labour market by altering government pay and recruitment policies, both of which profoundly influence the practices of the private sector.

Both the Sri Lanka and Kenya WEP mission reports place considerable emphasis on government policy to reduce earnings differentials in labour markets. In both countries, starting salaries in the public service are rigidly tied to educational qualifications, and fringe benefits are more generous than those offered by industry. Other features attracting educated people to the public sector include greater job security and virtually automatic promotion.

The Kenya report proposes that entry points on government pay scales for those with a school certificate and higher qualifications

st African educationists admit that the teaching griculture in schools not keep Africans in the ntryside

ld be reduced by 25 per cent five-year period. In general, ever, the government should toward total abolition of pay es defined in terms of formal cational attainments.

ne educational standard of the ulation generally rises, the cational requirements for the would be raised, but not neces- y the pay. The rising qualifica- required for the post would selves provide the incentive urther training and upgrading, he incumbent would need to rtake this in order to be ble for promotion and for inuing in the job.

ruitless, however, to demand tion of pay scales tied to cational qualifications unless at ame time something else is put eir place. Essentially, a job sification system with regular rting by supervisors of the ty of individual public service oyees, and a machinery for noting exclusively on the basis ese reports, is needed. Imple- tation of such proposals would uch to eliminate the tificate-mindedness" apparent many developing countries.

mmense task of explaining the for changes of this kind ains to be done. Countries like ada are ill-placed to make e suggestions as they often lve the abandoning by devel- g countries of educational els which the developed ntries helped to put in place. nger people in the developing ntries are suspicious that such sures are designed to deprive them of educational and other benefits to which they feel they have a right.

The qualitative reforms recommended by the WEP mission reports are focused on the examination syndrome. The trouble with the examination system in most of the developing countries is that it is designed to select candidates for further education. Exams become the terminal qualifications of the majority who fail to be selected. Although they have little connection with the world of work, these terminal qualifications nevertheless raise the job aspirations of those who have them and thus bar their way to finding productive employment. And all the time the education system is increasingly turned into a mere examination factory, with curricula becoming increasingly preoccupied with the needs of those who will continue into the next cycle rather than with the needs of those who will leave to enter the labour force.

The Sri Lanka and Kenya WEP mission reports recommend greater emphasis on aptitude testing as a method of attacking the certification function of schools. Presumably what is meant is a move in the construction of curricula from fact learning to concept formation. Certainly there is enormous scope for reforming exams, and with them the curriculum, by eliminating questions that demand solely the remembering of facts. If in fact the aim of aptitude assessment is to test a student's capacity to reason, to digest and analyze information, it is indistinguishable from a good achievement test. If instead, the aim is to test attitudes, behaviour and underlying values, there are no aptitude tests that will measure these attributes unambiguously. Moreover, aptitude tests of this kind would utterly fail to provide the stick with which to discipline children into learning.

In sum, the content of examinations can be improved by giving more importance to powers of analysis and less to the retention of facts. Competencies not necessarily acquired in schools should also be tested. But the abolition of examinations is not practical unless educational selection is abolished and employers are left to conduct their own tests as best as they can.

In any event, educational curricula must be arranged so that each stage will have an end in itself and will equip the pupil for the next stage in his life, whether this be employment or a higher stage in education.

...educational curricula must be arranged so that each stage will have an end in itself...

Sri Lanka may be mentioned as one of the countries where policy measures are currently being implemented with regard to the restructuring of curricula and the introduction of a terminal nature to different stages in education. While in India strong recommendations have repeatedly been made that instruction in schools should have more direct relevance to the world of work, the implementation of these recommendations, with the exception of certain states, has not been carried out to a satisfactory degree. On the other hand, attempts have been made to increase the demand for educated labour and to stimulate entrepreneurship as, for example, in agricultural and industrial services. All these measures, however, represent a piecemeal approach rather than a systematic revision of educational policy and its implementation. This would require drastic changes such as reducing the "social demand" for education.

But what can we do to strengthen

the link between education and work? In essentially agrarian economies, with 50 to 80 per cent of the workforce engaged in agriculture, failure to teach agriculture and instil a love of farming in primary schools is believed to promote the flight from farming and the rush to urban centres, where employment opportunities may be more limited. The solution, therefore, is believed to be the "ruralization" of the curriculum of primary schools.

Education stimulates the flight from farming, not because it is necessarily the wrong kind of education, but because the same impetus that drives parents to send their children to school sends these same children to seek employment in towns — greater earnings, and even greater opportunities for part-time or casual employment while continuing the search for a full-time job. Besides, the informal urban sector in African and Asian towns is not unaccustomed to work-sharing, and it also provides opportunities for apprenticeship training, and self-employment.

Most African educationists will admit that teaching of agriculture in schools cannot keep Africans in the countryside. This can only be done by making the countryside a better place to live in. This is not to deny that an effort should be made to teach topics related to agriculture, but to teach love of farming would require not just a change in school curricula but a major change in the training of teachers, which could only come about through a national campaign — aimed especially at parents — to promote rural progress.

Because it is impossible to foresee accurately the requirements for specific skills in an economy three or four years hence, "vocational" training on a full-time basis must necessarily impart *general* skills — a broad foundation for on-the-job acquisition of specific skills.

A general approach that would encompass the merits of a ruralized curriculum in the countryside and deal simultaneously with the quite different problems of urban schools is that of "work experience" in the schools — shop courses and practical projects.

Educational authorities must be persuaded that they still do not know enough about how to make education fully "relevant" to employment opportunities

Any attempt to diversify and partially vocationalize the curricula of schools must be linked to improvements in teacher training. It presupposes teachers who can rise to the challenge of new teaching methods, a new curriculum and a new set of standards for assessing students.

If the employment problem is mainly one of unemployment among university graduates, recurrent education or postponement of higher education would help to reduce university enrolments. The concept of recurrent education appears in the Sri Lanka and Kenya WEP mission reports in the modest proposal to postpone entry into university courses by two or three years, entry thereafter being conditional on evidence of work experience or community service. The universities themselves would base selection on aptitude tests, employers' reports and teachers' reports, and full credit would be given to part-time courses attended while working. A gap of work experience between secondary and higher education, the reports suggest, would not only cut down on university attendance but strengthen students' motivation to improve their career choice. Thus, only those who in the light of reflection during this interruption in their schooling, find that they want and need to enter higher education would do so.

Educated unemployment of high school and university graduates may be the most dramatic aspect of the employment problem of the developing countries, but numerically it is overshadowed by the magnitude of unemployment among those with no more than primary education. This is the case in Kenya, for example. The responsibility of the educational authorities is therefore more clear-cut in this area than in any other.

Perhaps the major impact of the educational system on the employment problem is — in the short run — to prepare children to benefit from subsequent out-of-school or non-formal education. In many countries, out-of-school schemes cater to a larger number than do schools at the secondary and post-secondary levels. There is also reason to believe that their economic value generally exceeds that of formal schooling, mainly because students tend to be better motivated, the schemes have more flexibility than formal education, they are better linked to local needs and more responsive to community influences.

Finally, educational authorities must be persuaded that they still do not know enough about how to make education fully "relevant" to employment opportunities. More field experiments are needed. Moreover, the governments of developing countries must be convinced that educational reforms without complementary action in other areas would achieve nothing.

Labour legislation in Canada, 1975

Part 1B — emergency legislation

by Nicole Marchand

In 1975, four Canadian jurisdictions adopted emergency legislation to settle labour disputes — federal, British Columbia, Québec and Saskatchewan.

Federal

Parliamentary action was taken in two instances by the federal government because of interruption in port operations on the west coast of Canada and on the St. Lawrence.

The West Coast Ports Operations Act, 1975 (Bill C-56) was adopted March 24, 1975 to deal with two separate disputes involving some 1,000 non-supervisory and supervisory longshoremen. The union representing the former called a legal strike, March 2, 1975. The latter, attempting to negotiate a first contract, engaged in strike action, March 23.

Bill C-56 provided for resumption of longshoring and related operations, March 24. Non-supervisory longshoremen returned to the duties of their employment under the terms and conditions of an extended agreement that had expired, December 31, 1974. Employees involved in the supervisory dispute were called back to work on the terms and conditions that applied before strike action was taken. The Act also provided for the settlement of both disputes by compulsory arbitration. Judge P.D. Seaton of the British Columbia Court of Appeal was appointed arbitrator by the minister of labour. With respect to the non-supervisory dispute, Judge P.D. Seaton delivered his award on May 30, 1975 establishing the hourly rate of wages at $7.23 effective January 1, 1975 and $8.03 effective January 1, 1976.

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The second instance where ad hoc legislation was adopted by Parliament in 1975 is also related to longshoring and similar operations. The St. Lawrence Ports Operations Act, 1975 received Royal Assent on April 23, and ordered approximately 2,700 employees back to work immediately. Longshoring operations were interrupted March 31 at ports in Montreal, Québec City and Trois-Rivières. Checkers and cargo repairmen of Montréal and Québec City engaged in strike action April 17, 1975.

The Act provided for increases in each hourly rate of wages in accordance with recommendations of the conciliation commissioner for employees of both disputes. Other amendments recommended by the conciliation commissioner were to be incorporated in the agreements. The Act provided for the appointment of a referee by the minister of labour where the parties were unable to agree on the interpretation of an amendment or on the manner in which to incorporate an amendment in the agreement.

Part III of the Act contains provisions related to enforcement of the legislation. Upon application made on behalf on Her Majesty in Right of Canada, the Québec Superior

Court had to issue an order directing any employer or employee organization to comply with the legislation. According to the Act, failure to comply with such order would constitute contempt of court.

British Columbia

On October 7, 1975, the British Columbia legislature adopted the Collective Bargaining Continuation Act, to end work stoppages involving employees of the forest, pulp and paper, railway, propane and butane distribution and food merchandising industries.

Forty-eight hours after the Act came into force, every employer involved in a strike or lockout had to resume operations and every employee had to return to the duties of his employment in accordance with the terms and conditions of the last collective agreements. These agreements were extended until new agreements were concluded or until the expiration date of the Act (90 days after its coming into force). The parties involved in the various disputes had to enter into negotiation for the purpose of renewing or revising their respective collective agreements. The Act provided that the lieutenant-governor in council could by order extend the Act for a further period not exceeding 14 days.

Québec

On May 22, 1975, an Act Respecting the Placing of Certain Labour Unions under Trusteeship, (Bill 29) was adopted by the Québec legislature. The Act was passed as a result of recommendations of the Inquiry commission on freedom of association in the construction industry, chaired by Judge Robert Cliche. The object of the Bill was to place three locals of the Québec Federation of Labour under trusteeship: plumbers and pipe fitters Local 144, operating engineers Local 791, and electrical workers Local 1677. The Act established for each union a board of trustees consisting of a chairman and two other members appointed by the lieutenant-governor in council to manage and control the locals placed under trusteeship. The Act was also introduced to prolong by three years the trusteeship over locals 89 and 101 of the QFL elevator constructors. On July 17, 1974, legislation was adopted placing these two locals under trusteeship for a period ending April 30, 1976. Bill 29 is to expire May 22, 1978.

The Québec legislature adopted ad hoc legislation a second time in 1975. On September 27, an Act to ensure users the resumption of the normal services of the Montreal Urban Community Transit Commission, received royal assent. The Act was adopted following a strike involving approximately 1,100 employees of the Montreal Urban Community Transit Commission. The CNTU represented employees in vehicle maintenance, engineering, property maintenance, purchase and stores, and all office employees.

The Act ordered all striking employees to return to work as of 00.01 hours September 29, 1975, under the terms and conditions of the prior agreement. However, this agreement was amended to take account of the clauses already agreed upon by the parties and of the latest wage offers made by the employer, September 24. The questions remaining in dispute were referred to a conciliation officer. In case of failure by the conciliation officer to bring the parties to an agreement, the Act provided for submission of the matters in dispute to compulsory arbitration.

Saskatchewan

On January 15, 1975, the Maintenance of Operations of Saskatchewan Power Corporation Act, 1975 received royal assent in Saskatchewan. The Act provided for resumption of employment for striking employees represented by the International Brotherhood of Electrical Workers, local 2067, in accordance with the terms and conditions of the collective agreement in force December 31, 1974. The term of the collective agreement was extended until a new settlement was agreed upon, and strikes and lockouts were prohibited during the extended term.

The Act provided that unresolved matters be submitted to final and binding arbitration. Judge Benjamin Moore of the District Court for Saskatchewan was appointed arbitrator by the Act. The legislation also provides for penalties in case of infringement of the Act. A maximum fine of $1,000 was established for an offence committed by the corporation or a person acting on behalf of the corporation. A further fine of $200 for each day or part of a day during which the offence continued was also provided by the Act. A person engaged in a strike against the corporation was liable to a fine of not more than $100 and to a further fine of $25 for each day or part of a day during which the offence continues. lg

forum

CLC and Chamber both oppose guidelines

The Canadian Labour Congress and the Canadian Chamber of Commerce are an odd couple who find themselves sharing the same living quarters.

Both profess to be appalled at Prime Minister Trudeau's view that the free enterprise system has failed, at least partially, and both see dictatorship looming — the business group anticipating a socialist dictatorship, the CLC seeing it as fascist.

If the two groups are finished fuming, let them calm down and contemplate the recent statement by Arthur Burns, chairman of the Federal Reserve Board in the U.S., and as hard-shelled a free enterprise supporter as exists anywhere:

"If an unemployment rate of 8 or 9 per cent is insufficient to bring inflation to a halt, then our economic system is no longer working as we once supposed. In the future, governmental efforts to achieve economic progress will need to encompass structural reforms as well as responsible monetary and fiscal policies."

That's all Mr. Trudeau has been saying. Too many of our most powerful industries no longer have to set prices in accordance with competition; they are semi-monopolistic, and control the marketplace. That's also true of labour, where a strike by a handful of people can tie up the whole country.

Mr. Trudeau doesn't pretend to have all the solutions. Maybe permanent wage-price controls, maybe tighter competition and monopoly laws. But the new situation itself is obvious, and it's to realistic solutions for new problems that labour and business alike should be addressing themselves, instead of expending energy on empty denunciations.

Editorial in *The Citizen*, Ottawa

Anti-inflation guidelines termed "moderate"

One of the strongest features of the Trudeau government's anti-inflation program is its moderate, gradualist approach. The government and its advisers have, apparently, been impressed by the shortcomings of the stop-go type of price and income program that has been applied in various forms in other countries. Alternately putting the lid on and taking it off, these programs led to psycho-economic gyrations in which the gains for the economy during the "stop" periods tended to be offset by lack of restraint in the "go" periods.

The Ottawa approach, on the other hand, envisages a longer period of restraint during which inflation is gradually brought to an acceptable level through practical — therefore flexible — formulas of control. The duration and extent of its coverage means the program must be complex in order to be fair, and this complexity is only increased by the fact that the program needs to be accepted and applied at the provincial as well as the federal level of jurisdiction without plunging the country into constitutional disputes.

It may be argued... that the Trudeau program is the weaker for omitting an essential element of opposition leader Stanfield's earlier proposals, a preliminary price and income freeze while the program is under preparation and the necessary mechanisms are being put in place. Mr. Stanfield's Tories, on the other hand, are attacking the Trudeau program on one of its most valid assumptions, based on foreign experience: that a restraint program requires at least a medium-term, rather than a short-term, approach.

Implicit in the Tory position is the notion that through a brief restraint program we can return to normality, with the forces of a free market economy serving to keep inflation at bay. Implicit in the Grit position is the view that the economy can never again be as self-regulating as the Tories assume it once was, and that new regulators will be needed to secure the gains of the control program.

The Grits are on firmer ground. The duration of their price and income program provides time, which must not be wasted, to put in place new mechanisms fostering competition, worker responsibility in management, consumer protection and selective price and income restraint. In a world of dwindling resources, mushrooming population and a number of social imperatives for resource allocation, such as health and welfare programs, housing, anti-pollution facilities, environmental protection and aid to poor

countries, it is idle to envisage a return to what used to be considered normal.

Editorial in *The Gazette,* Montreal.

Employment and unemployment are both increasing in Canada

Canada during the past 10 years has had immense success in providing a rapidly increasing number of jobs for its population.

You say you don't believe that? Well, in 1964 only 34 of every 100 Canadians were working. That figure now is well over 40.

Since 1964, the population — men, women, children, and babes in arms — has risen by about 3.5 million people, or 18 per cent. The number at work has shot up by 2.8 million or more than 40 per cent.

How is it, then, that 72 of every 1,000 Canadians now available for employment are out of work? That this jobless rate is twice what it was in 1966? That Joe Morris, president of the Canadian Labour Congress can be quoted in *The Star* as looking to 1976 as a "bad year, a bitter year...?"

The answer is this: There has been a startling increase in the number of Canadians who say they want jobs.

Ten years ago, less than 55 per cent of Canadians 14 years old or more regarded themselves as available for work — and therefore as unemployed if they couldn't get it. Now it's almost 60 per cent.

That's called the participation rate. It measures the number of people actually in the labour market against the total of those who could be, if they wished.

Break it down and you'll see more clearly what has happened. Among women aged 25 to 64, the participation rate has risen from 32 per cent in the mid-60s almost to 45 per cent. In the youngest group — males and females aged 14 to 24 — participation is up much more modestly, from 43 to 56 per cent.

In a sense, women of the 25 to 64 group consistently have been able to get work which otherwise might have gone, directly or indirectly, to younger people. Unemployment among the young is more than 12 per cent; among women, less than 6 per cent.

Women past the first flush of youth clearly are regarded as more productive employees. Young people just joining the work force may become frustrated and embittered.

If there's a silver lining, it's on the calendar. The young become older. They eventually join those over-25s among whom, even now, unemployment is not particularly serious.

These statistics raise tough questions about how the economy is managed and what it's reasonable to expect from it.

They must have something to do with Prime Minister Pierre Trudeau's repeated vague sermons about the need for new attitudes among Canadians.

He has suggested that free-market systems don't produce the results they should; that traditional methods of national economic management (and job creation) no longer are very effective; that Canadians expect more than the economy can deliver; that "we have to change something" and that more direct intervention by government seems the only way to go.

Trudeau's government, and others in Canada, shake a superior finger at us and say: Either change your foolish ways or we'll change them for you.

Maybe, too, they should be saying: We governments must alter our foolish ways and help create conditions in which Canadians have real incentives to change.

Governments have done much to cause the very problems and distortions for which they now blame the public, the unions and the big companies.

Certainly, our current strange combination of high employment and high unemployment was largely the work of governments. Unemployment insurance and administration was liberalized. Politicians encouraged the hopeless but attractive idea that anyone should be able to find work within a few blocks of wherever he happens to be.

When an economy fails to do the impossible, politicians are tempted to threaten it (and the people within it) with the lash if it doesn't shape up. They should examine their own faults, and then change the policy environment to encourage the results they want.

In the case of employment, for example, should we try to swing employers' favor toward young people? Many of the older, married women might then simply drop out of the labour force and keep house, not being counted as unemployed. Hard lines, possibly, but most of the youngsters have no such alternative.

Should there be a national system of subsidies to encourage employment of the young? Broad, government-backed programs combining work and education could bear fruit at both the high school and university levels.

The transition from school to employment — now blackened by hostility and unemployment — should somehow be made less abrupt, less hindered by uncertainty and sheer fright on both sides, and more likely to produce a quick productive relationship.

This is something close to a national crisis. Government threats and philosophical dissertations on "new attitudes" won't do a thing for it. Specific programs might.

Jack McArthur in *The Toronto Star*

Degrees of unemployment

Unemployment could be less serious in this recession even though more people are out of work.

If that statement sounds a fairly unlikely proposition, it may be because Canadians have yet to realize how many "marginally attached workers" or "supplementary breadwinners" they have in their midst. The terms come from a confidential study by the Economic Council of Canada on the labour market....

On one side, there are the hard-core jobless who are heads of families. On the other, women and young people who get jobs in good times and become laid off in bad, and who are marginally attached to their jobs. They do not bring home the family's main pay cheque.

The council points out that, while official statistics identify about 10 million Canadians in the workforce, there are in fact between 12 and 13 million who get jobs. The extra numbers do not show up in monthly labour force figures because they are employed only part of the year.

When the economy is expanding fast, marginal workers are attracted into jobs and there is an increased flow of immigrants who also take up new jobs. In recession, the part-timers don't go back to their homes or back to school. They look for other jobs and add to the numbers of unemployed.

Studies suggest the hard-core jobless rate is lower than it was, for example, in the 1961 recession. The reservoir of marginally attached workers has grown. That means both more unemployment in periods of growth — because then participation rates climb — and increased numbers of jobless when the economy faces recession. Things are at once worse than before (hence the claims Canada has more people out of work than at any time since the 1930s). And they are also better (fewer family providers may be jobless than in previous downturns).

The whole exercise leads to a proposal that there should be two unemployment rates, not one.

The council does not itself develop separate sets of statistics. But it is one of the study's implications.

Thus, the existing jobless rate, currently 7.2 per cent, would represent an "economic" rate and a measure of unused labour capacity. A lesser figure would determine the "social" cost in terms of loss of family income.

The Economic Council findings will add to what has now been a long debate over what constitutes full employment, and what is felt to be serious unemployment, in the economy. It is a debate which has often seemed out of touch with reality.

Successive targets have been set, and then discarded. As recently as its 1973 annual review, the Economic Council saw a goal of reducing unemployment by the end of 1975 as "still unattainable."...

To some, the concept of marginally-attached workers is a sinister one. Is not the main aim to create jobs for all who want them?

To others, dividing up the jobless between those who have greater and lesser needs for work is fair, and could help in laying to rest the starry notion that Canada could ever achieve the full employment targets that were set in the 1960s.

What has become clearer in Ottawa is that those who take the pragmatic approach to jobless rates are winning out. The Economic Council study will reinforce their views. And policy is already being formulated with less regard for its impact on employment.

Changes in the economy may be threatening future jobs as much as a future rise in prices. But official policy for the next three years is to be shaped around getting inflation down — even if, when the world economy recovers, this single-minded approach means Canadians may have to forego some growth and some jobs...

The government is not going to be allowed to pursue a prices policy without having a policy on jobs. The need to create employment is something which is going to undermine the anti-inflation effort when our own and other economies start to expand...

Peter Cook
Financial Times News Service
In, *The Citizen,* Ottawa

***FORUM** invites readers to freely express their opinions on topics of concern to the working population.*

Letters must be signed and length should not exceed 600 words.

Books

Chavez and the Farm Workers

by **Ronald B. Taylor,** Beacon Press, Boston, 1975

The plight of farm workers is one of the few social issues that still evokes sympathy and compassion. Ronald Taylor puts it in perspective. His book is about power.

The political power of California's agribusiness has been used since the turn of the century to thwart farm labour unionization. Taylor details the acquisition of power in California by a small band of field workers led by Cesar Chavez. He describes their struggle with the mammoth Teamsters union that invaded their jurisdiction at the request of the corporate growers. The Nixon administration is cast in the role of initiator of the conspiracy to crush Chavez.

As an investigative reporter for the *Fresno Bee,* Taylor knows first-hand the rural California scene. He is a gruff, seasoned reporter, who 20 years ago began his career by writing for trade journals that advised the same growers whose anti-union antics he now exposes. In 1962 he watched an obscure, ex-farm worker, Cesar Chavez, start the small union that grew into La Causa — a movement to shake the structure of agribusiness.

Taylor's account is the most accurate portrayal of Chavez and his movement to date. It is not a partisan book, although Taylor reveals a deep admiration for Chavez and obviously supports the cause of farm labour organization. It is less the story of Chavez than it is a chronicle of a group of farm workers audacious enough to attack the power base of the California industry that produces $8 billion in food and fiber each year.

Yet Chavez's strengths and weaknesses emerge as Taylor tells the story by drawing on interviews with people who know Chavez best. There's the inner circle of union leaders — Dolores Huerta, Jim Drake, Jerry Cohen, Richard and Manuel Chavez. Others include Bill Kircher, who brought Chavez into the AFL-CIO fold; religious leaders like Chris Hartmire and Monsignor George Higgins, who threw the full weight of the churches behind the international boycotts of grapes and lettuce called by Chavez.

Though his strategies included long fasts, religious processions, non-violence and civil disobedience, Chavez emerges from the book as a traditional union leader with the goal of organizing workers to bargain collectively with employers for better wages and working conditions. His union's efforts have nearly doubled wages in ten years. Farm workers are covered by health and welfare medical plans and protected from pesticides in the fields. Before Teamster raids took away most of their contracts, the United Farm Workers had a $4.4 million reserve for the Robert F. Kennedy Health and Welfare Plan and was paying out $1.4 million a year in medical benefits among the union's 60,000 members.

Taylor shows Chavez to be a superb organizer, full of energy and imagination, always searching for a way to trigger issues that will keep the cause before the public. He gives total concentration to one thing at a time and is more of a listener than a gifted speaker, hence a better leader. He is a tough labour leader ready to fight (bad-tempered at the bargaining table) in the political arena and in the smokey rooms where AFL-CIO leaders try to control him. But he is also a nature-lover raising bees at his union's mountain headquarters and training his own guard dogs.

The Chavez Taylor presents is also short in administrative skills. He seems unwilling to delegate authority and allows himself to get caught up in the trivial paper shuffling at headquarters.

Though Chavez maintains a near absolute control at the top, Taylor makes it quite clear that he believes in union democracy in theory and practice. "The hiring hall, the seniority system — with all its problems — and the grievance procedures all depend upon the union's basic building block, the ranch committee. The workers on each ranch covered by contract elect five workers from within their ranks to represent them in their dealings with both the employer and the union staff... In Chavez's mind, the ranch committees — and the great mass of workers they represent — are a separate structure within the UFWA, and they must remain separate from the administrative staff if the union is to survive."

The ranch committee replaced the grower's absolute managerial prerogative. The hiring hall gave the union control over the supply of labour, forcing the labour contractors — profiteering middlemen — out of business. "La Causa became a struggle to radically shift the balance of power from the agribusiness managers to the union of farm workers; but it was even more than a power struggle, it was a social revolution because of the emphasis on social services, on land reforms and community-development projects," Taylor explains.

In 1973, due to what Taylor convincingly argues was a conspiracy among the Teamsters, agribusiness, California's state government under Ronald Reagan, and the Nixon administration, the farm workers union lost most of its hard-won lettuce and grape contracts. The Teamster contracts were on a par with the UFWA contracts in wages and fringe benefits. "But the major difference in the UFWA and Teamster contracts was the Teamster concession to the growers allowing them to return to the crew boss-farm labour contractor system that gave the boss absolute control over the worker. Another difference between the Teamster and UFWA organizational structure and attitude came in the area of worker involvement in union affairs. The Teamsters run a top-down organization."

Taylor ends his book with a passionate plea for legislation for farm workers that will give them the protections other workers enjoy in freely electing their collective bargaining agents. He feels that

John Bank

California sheriff's deputies attack a UFW picket line during the 1973 grape strike.

Chavez's union still commands the loyalty of most of the farm workers in the West and Southwest and can legitimately claim to represent the farm labour force. He leaves the reader with the impression that Chavez will prevail. For Chavez's power-bloc is intact. AFL-CIO president George Meany, speaking for 14 million workers, says: "This is our fight and we are involved and are going to stay involved until the sour grapes of oppression taste sweet again. The growers know that if the UFWA is destroyed the spirit of the farm workers will be broken and the workers will be more manageable."

Since the publication of Taylor's book, his appeal for farm labour law has been realized. On August 28, the California Agriculture Labor Relations Act, took effect and farm workers began to petition for free, secret ballot elections to vote the Teamsters out of the fields. To explain the new law to farm workers, Chavez himself walked a thousand miles throughout the state. The outcome of the elections, at this time, is uncertain. But Chavez has already won the most important battle in bringing farm workers out of serfdom. "For 80 years farm workers thought the grower was invincible," Chavez told Taylor, "but now the myth is broken, it was shattered when we found we could win. Now the workers are no longer afraid."

— John Bank

John Bank is a Ph.D. student in industrial relations at the London Graduate School of Business Studies (U. of London) Britain.

Fifty Years Ago

In the days before a Food Prices Review Board or anti-inflation guidelines, *The Labour Gazette* of February, 1926 reported that it cost an average family of five $11.50 a week for food — including 29 staple items. In those days, it would seem that family sizes tended to be larger, while **food prices** were lower than today. Adding the cost of fuel and rent to food, the total weekly budget averaged $21.87.

But people could eat well on relatively little — sirloin steak cost 28.6 cents a pound and rib roast cost 21.4 cents. Baking in those days was also much cheaper than today with lard costing less than 25 cents a pound, eggs 50 cents a dozen and a category known as "cooking eggs" only 41.5 cents. Dairy butter averaged 45.4 cents a pound and creamery butter 49.8 cents.

Nevertheless, prices were rising. Bacon at 41.7 cents a pound, pork roast at 29.1 cents a pound, and salt pork at 27 cents a pound were all higher than January 1926. So were onions at 4.9 cents a pound, and potatoes at $2.92 for 90 pounds. However, homemakers had some good news too — corn syrup, at 46.4 cents for five pounds was cheaper than the previous month.

The costs of home heating were on the rise, though. Anthracite coal was up to $18.93 a ton, while bituminous coal cost more than a month earlier, at $10.59 and four foot lengths of hard wood for stoves was up to $12.24 a cord.

Fifty years ago, on February 1, the Ford Motor Company began again to issue **profit sharing** certificates to its employees. The plan had been temporarily discontinued in April 1925, when a quota of $25 million was reached. Under the plan, which originated in January 1920, the employees would receive a share of the profits every six months. When the plan was started the men were told that out of their pay envelopes they could deposit with the company an amount of money not in excess of one third of their wages. Company banks were set up in the shops and held an employee's money until he had paid in $100 when a certificate for that amount, guaranteeing the man at least 6 per cent interest on his investment, was issued. The only change made in the plan, which took place February 1, was that an employee was not allowed to invest more than one fourth of his pay in profit sharing certificates. There were 35,000 Ford employees holding certificates before February 1, and many more requested to enrol in the plan after that date. While the company never promised more than 6 per cent interest, the rate actually paid always ranged from 14 to 16 per cent.

On another topic — a report on the labour scene carried in the February 1926 issue of *The Labour Gazette* noted the Dowager Countess of Warwick offered to give her estate in England to the British Trades Union Congress. The TUC accepted, and planned to use the thousand-acre property in Essex for a **trade union college.** The *Gazette* also noted that the TUC was faced with a decision whether or not to continue supporting Ruskin College — the labour college at Oxford — and the Central Labour College in London now that it had the Dowager Countess' Easton Lodge.

— Kathleen E. Whitehurst

Public Archives

Fifty years ago, rural groceries offered conversation as well as food.

PRICES & EMPLOYMENT

Consumer, December

The Consumer Price Index (1971 = 100) advanced 0.1 per cent to 144.3 in December from 144.1 in November, the lowest month-to-month rise since October 1972. The slowdown of the rate of increase in the all-items index, was mainly due to a 0.7 per cent decline in the level of food prices. The housing component, which increased 0.9 per cent from November, was chiefly responsible for the latest overall advance, with an increase in the clothing index contributing to a lesser extent. In contrast to the decline in the food component, the index for all-items, excluding food, rose 0.5 per cent. Because of the deceleration of price increases at the end of the year, the index was 9.5 per cent above its December 1974 level, the first time in almost two years that any 12-month change in the CPI has recorded less than 10 per cent.

The major contributing factors to the 0.7 per cent decline in the food index, were lower prices for pork products, and for beef. Prices were also lower for fresh fruit, most cereal and bakery products, soft drinks consumed at home, sugar, and for fats and oils. Partially offsetting these decreases were higher prices for some fresh vegetables and for restaurant meals. Shelter charges for both owned and rented accommodation and household operation costs advanced and were responsible for much of the 0.5 per cent rise in the index for all-items excluding food; this included increased domestic gas rates in Vancouver and Montreal. Higher dry cleaning charges and higher prices for appliances also contributed to the rise in the all-items index.

In terms of goods and services, the price level of goods, inclusive of food, declined 0.1 per cent while it increased 0.9 per cent for services.

On a seasonally adjusted basis the all-items index advanced 0.3 per cent from November to December. This included a 0.4 per cent decline in the food index and a 0.6 per cent increase for all items excluding food.

Consumer price indexes rose in ten cities during December, declined in two and were unchanged in two. Changes ranged from a decline of 0.1 per cent in Quebec City and Regina to an increase of 0.6 per cent in Halifax. In other cities, prices advanced 0.2 in St. John's and Toronto; 0.3 in Saint John; 0.4 in Ottawa and Calgary; 0.5 in Thunder Bay and Winnipeg; and 0.1 in Saskatoon and Vancouver. In Montreal and Edmonton there was no change. The percentage increase from December 1974 to December 1975 was 10.2 in St. John's; 11.2 in Halifax; 10.6 in Saint John and Saskatoon; 9.3 in Québec City; 9.7 in Montreal; 9.4 in Ottawa; 9.0 in Toronto; 10.3 in Thunder Bay and Calgary; 11.3 in Winnipeg; 9.9 in Regina; 9.8 in Edmonton; and 8.8 in Vancouver.

Employment, December

The seasonally adjusted employment level in December was 9,367,000, a decline of 21,000 from November, Statistics Canada reported. The main change was in part-time employment — a decrease of 43,000. There was an increase of 24,000 in full-time employment.

Without seasonal adjustment, the labour force in December was estimated at 9,923,000, with 9,226,000 employed and 697,000 unemployed — an unemployment rate of 7.0 per cent, compared with 6.4 per cent in November. In December 1974, the labour force was 9,715,000 with 9,118,000 employed and 597,000 unemployed — a rate of 6.1 per cent.

The seasonally adjusted unemployment rate was 7.1 per cent in December, compared with 7.3 per cent in November, and 6.0 per cent in December 1974. The adjusted unemployment level declined by 21,000 to 713,000 in December. There was little change in unemployment for men 25 and over but it decreased for those 14 to 24 and for women 25 and over.

On a provincial basis, adjusted unemployment rates, with November figures in parentheses, were: Newfoundland 17.1 per cent (18.1 per cent); Nova Scotia 8.2 per cent (8.4 per cent); New Brunswick 11.5 per cent (13.5 per cent); Québec 9.2 per cent (9.2 per cent); Ontario 6.1 per cent (6.0 per cent); Manitoba 3.3 per cent (3.7 per cent); Saskatchewan 3.2 per cent (4.0 per cent); Alberta 2.7 per cent (2.9 per cent); British Columbia 7.5 per cent (8.1 per cent). Because of the small sample size in Prince Edward Island, estimates of unemployment are subject to error and are not published.

Additions to the Library

LIST NO. 321

The publications listed below are recent acquisitions to Labour Canada's library. If they are not available at your local public, business, or university library, they may be borrowed from Labour Canada by writing to: The Chief Librarian, Labour Canada, Ottawa K1A 0J2. When ordering, please indicate the list number, publication number, and the issue of *The Labour Gazette* in which the list appeared.

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1. Canada. Commission of Inquiry on Cape Breton Development Corporation (Coal Division). Report of the Commission of Inquiry, 1974, Cape Breton Development Corporation, Coal Division, appointed by the Minister of Labour... Ottawa, Canada Dept. of Labour, 1975. 120p. Titre en français: Rapport de la Commission d'enquête, 1974, la Société de développement du Cap-Breton, Division des charbonnages...

2. Québec (Province). Ministère du travail et de la main-d'œuvre. Règlement concernant les établissements industriels et commerciaux. Regulations concerning industrial and commercial establishments. Québec, Editeur officiel du Québec, 1973. 84p.

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3. Symposium on Arbitration of Labor Disputes, April 19, 1974. (Papers) in Proceedings of the American Philosophical Society, v.118, no.5, October 15, 1974. p.409-430.

4. Whitesides, Keith R. Industrial tribunals, by K.R. Whitesides and Geoffrey Hawker. London, Sweet & Maxwell, 1975. 118p.

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5. U.S. Bureau of Labor Statistics. Technological change and manpower trends in five industries: pulp and paper, hydraulic cement, steel, aircraft and missiles and wholesale trade. Washington, G.P.O., 1975. 58p.

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6. Fernandez, John P. Black managers in white corporations. New York, Wiley, 1975. 308p.

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7. Newton, Louise. How to prepare organization charts; a self-instruction manual. Ottawa, Staff Training and Development Division, Canada Department of Manpower and Immigration, 1975. 1 v. Titre en français: Comment préparer un organigramme; un manuel d'enseignement séquentiel.

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8. Levy, Jacques E. Cesar Chavez: autobiography of La Causa. New York, Norton, 1975. 546p.

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9. Roeber, Joe. Social change at work; the ICI weekly staff agreement. New York, Wiley, 1975. 342p.

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10. Collective negotiations in education: progress and prospects; a symposium, November 8, 1974. Edited by Michael Dudra. Loretto, Pa., Saint Francis College, Graduate Program in Industrial Relations, 1974. 43p.

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11. Grange, S.G.M. The constitutionality of federal intervention in the market place — the competition case. With an introductory commentary by R.M. Fowler. Montreal, C.D. Howe Research Institute, 1975. 49p.

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12. Canada. Department of Labour. Collective Bargaining Division. Cost of living allowance, December 31, 1974. Indemnité de vie chère, le 31 décembre 1974. Ottawa, 1975. 9, 16p.

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13. Institute of Personnel Management. Information Department. Company day nurseries, by Christine Day. London, 1975. 61p.

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14. International Labour Office. Special national procedures concerning non-discrimination in employment, with particular reference to the private sector, a practical guide. Geneva, 1975. 65p.

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15. U.S. Bureau of Economic Analysis. Area economic projections, 1990: states and regions, BEA economic areas, SMSA's, non-SMSA portions of BEA economic areas. Washington, G.P.O., 1974. 237, 13p.

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16. Committee for Economic Development. Progress toward recovery of the economy; CED symposium. New York, 1975. 57, 2p.

17. Corbet, Hugh, comp. In search of a new world order. Edited by Hugh Corbet and Robert Jackson. London, Croom Helm in association with the Trade Policy Research Centre and the Round Table, 1974. 288p.

18. Federation of Swedish Industries. Policy and practice, some basic considerations. Stockholm, 1975. 83p. Titre en français: Politique et pratique, quelques lignes fondamentales.

19. The UK economy; a manual of applied economics. Edited by A.R. Prest and D.J. Coppock. 5th ed. London, Weidenfeld and Nicolson, 1974. 292p.

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22. Williams, Walter. The struggle for a negative income tax; a case study, 1965-70. Seattle, Institute of Governmental Research, University of Washington, 1972. 56p.

HOURS OF LABOUR

23. Sharir, Shmuel. The impact of the standard workweek on workers' behavior: a critical view. London, Ont., University of Western Ontario, Department of Economics, 1975. 9p.

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24. Human rights; a compilation of international instruments of the United Nations. Prepared by the Division of Human Rights of the United Nations Secretariat. Rev. ed. New York, United Nations, 1973. 106p.

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28. Peterson, Wallace Carroll. Income, employment and economic growth. 3d ed. New York, Norton, 1974. 506p.

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31. Norwegian Joint Committee on International Social Policy. Labour relations in Norway. Oslo, Published by the Norwegian Joint Committee on International Social Policy, the Norwegian ILO Committee, in collaboration with the Royal Ministry of Foreign Affairs, 1975. 192p.

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States: a survey of developments from the enactment of the Employment Act of 1946 through 1974; a study prepared for the use of the Joint Economic Committee, Congress of the United States (pursuant to S. Con. Res. 93). Washington, G.P.O., 1975. 101p.

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38. U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor. Compilation of selected labor laws pertaining to labor relations. Washington, G.P.O., 1974. 2 v. Contents. —Pt.1. Laws pertaining to labor relations. —Pt.2. Laws pertaining to labor standards and equal employment opportunity.

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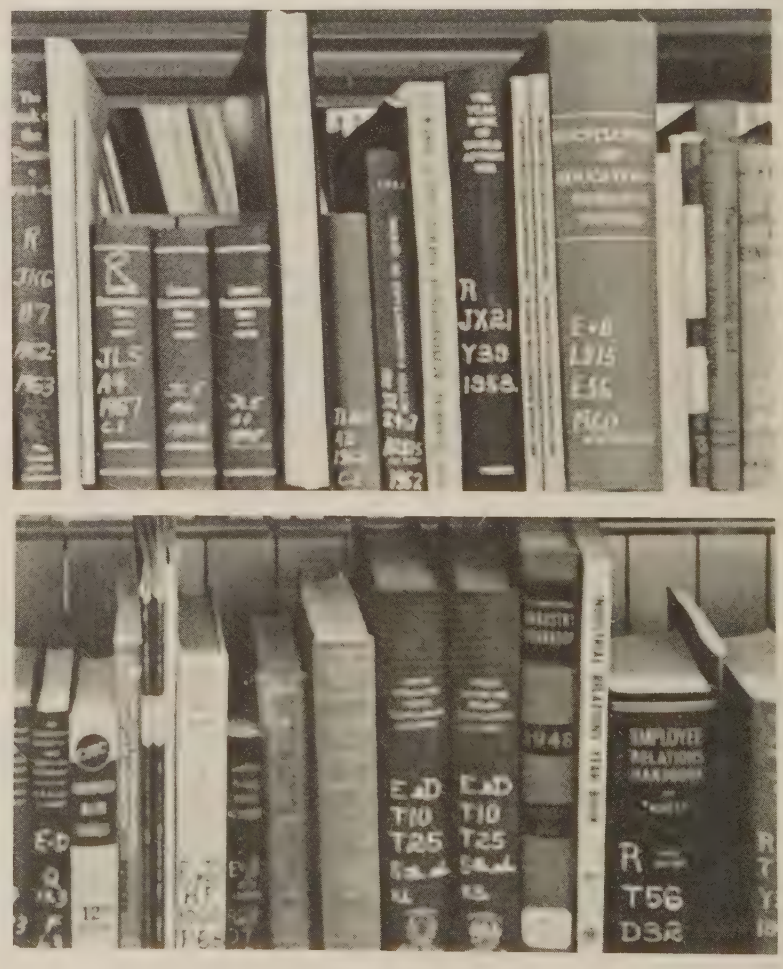

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45. Conference Board. Human resources: toward rational policy planning; excerpted from the Conference on Human Resources in a Recessionary Environment, May 20, 1975, New York City. Edited by David A. Weeks. New York, 1975. 53p.

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47. Ford, David L. Perspective: minorities in organizations. West Lafayette, Ind., Purdue University, Institute for Research in the Behavioral, Economic, and Management Sciences, 1975. 1 v.

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49. Manthorpe, Jonathan. The power & the Tories; Ontario politics, 1943 to the present. Toronto, Macmillan, 1974. 305p.

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60. Callet, Christine. Place aux femmes, par Christine Callet et Claude du Granhut. Préface d'Edgar Faure. Paris, Stock, 1973. 284p.

labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended November 15, 1975		9,972	− 0.1	+ 3.0
Employed	November 1975	9,332	− 0.8	+ 1.6
Agriculture	" "	460	− 6.9	+ 6.7
Non-agriculture	" "	8,872	− 0.4	+ 1.3
Paid workers	" "	8,308	− 0.8	+ 1.6
At work 35 hours or more	" "	5,659	+ 55.4	− 3.6
At work less than 35 hours	" "	3,270	− 38.3	+ 9.7
Employed but not at work	" "	403	− 13.5	+ 18.9
Unemployed	" "	640	+ 11.1	+ 29.8
Atlantic	" "	86	+ 17.8	+ 32.3
Quebec	" "	218	+ 11.8	+ 28.2
Ontario	" "	192	+ 7.3	+ 32.4
Prairies	" "	51	+ 24.4	+ 45.7
British Columbia	" "	93	+ 5.7	+ 19.2
Without work and seeking work	" "	596	+ 8.2	+ 29.3
On temporary layoff up to 30 days	" "	44	+ 76.0	+ 37.5
INDUSTRIAL EMPLOYMENT (1961 = 100)†	August 1975	143.8	+ 0.3	− 1.5
Manufacturing employment (1961 = 100)†	" "	127.7	+ 1.1	− 6.8
IMMIGRATION	1st 6 months 1975	94,907	—	—
Destined to the labour force	" " " "	42,301	—	—
STRIKES AND LOCKOUTS				
Strikes and lockouts	October 1975	289	+ 12.6	+ 37.6
No. of workers involved	" "	115,950	+ 36.6	+ 82.8
Duration in man days	" "	1,424,443	+ 4.1	+ 107.5
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	August 1975	205.73	+ 0.3	+ 11.7
Average hourly earnings (mfg.)†	" "	5.06	− 0.2	+ 12.3
Average weekly hours paid (mfg.)†	" "	38.4	+ 0.8	− 0.8
Consumer price index (1971 = 100)††	November 1975	144.1	+ 0.9	+ 10.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	August 1975	138.3	+ 0.4	+ 3.3
Total labour income (millions of dollars)†	October 1975	7,578.3	− 0.8	+ 12.6
INDUSTRIAL PRODUCTION†				
Total average (1971 = 100)††	October 1975	111.0	− 0.5	− 5.6
Manufacturing	" "	110.3	− 0.4	− 5.4
Durables	" "	113.9	—	− 5.5
Non-durables	" "	106.8	− 0.9	− 5.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts	October 1975	23,181	—	+ 78
Completions	" "	16,454	—	− 26
Under construction	" "	143,550	—	− 5

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.
††Effective with the index for August 1975, the Consumer Price Index and the Industrial Production for October 1975 have been converted from 1961 = 100 to a 1971 = 100 time reference base.

TRIKES AND LOCKOUTS

tistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of bour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in s section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers orted on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work ppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

TRIKES AND LOCKOUTS, 1970-75

nth or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
70	503	542	261,706	6,539,560	0.39
71	547	569	239,631	2,866,590	0.16
72	556	598	706,474	7,753,530	0.43
73	677	724	348,470	5,776,080	0.30
74	1,170	1,216	592,220	9,255,120	0.46
74					
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
975					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,220	0.34
May	103	251	107,628	680,950	0.38
June	93	263	62,494	839,410	0.48
July	92	273	115,192	1,299,840	0.69
August	82	274	113,053	1,381,930	0.79
September	56	254	84,856	1,368,880	0.79
October	66	289	115,950	1,424,443	0.78

*Preliminary.

TRIKES AND LOCKOUTS, OCTOBER 1975 Y INDUSTRY (Preliminary)

dustry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
restry	—	2	329	7,240
shing & Trapping	1	1	500	2,500
nes	3	20	9,211	158,970
anufacturing	41	165	57,570	826,453
nstruction	2	15	5,391	55,120
anspn. & utilities	5	24	22,061	221,330
ade	1	18	5,557	49,710
nance	—	1	190	4,180
rvice	7	15	10,656	49,590
blic administration	6	15	4,485	49,350
All industries	66	289	115,950	1,424,443

STRIKES AND LOCKOUTS, OCTOBER 1975 BY JURISDICTION (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	0	5	467	10,260
Prince Edward Island	1	1	50	540
Nova Scotia	3	7	5,398	44,270
New Brunswick	3	11	1,897	26,330
Quebec	24	99	35,966	411,283
Ontario	24	97	28,458	510,190
Manitoba	0	6	768	7,300
Saskatchewan	1	5	841	18,080
Alberta	4	13	2,809	32,640
British Columbia	3	39	20,970	183,030
Federal	3	6	18,326	180,520
All jurisdictions	66	289	115,950	1,424,443

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
WOOD						
Canadian Forest Products Huntting-Merrit, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	170	3,740	185,134	Sept. 13 1972	Shorter hours, elimination of piece work, rates of pay —
FURNITURE AND FIXTURES						
Vilas Furniture Ltd., Cowansville, Quebec	Building and Wood Workers (CNTU)	350	7,700	23,450	July 29	Wages, incentive pay —
PAPER						
Sonoco Products Ltd., Terrebonne, Quebec	Féd. des travailleurs des pâtes et papiers (CSN)	110	2,420	32,010	Sept. 9	Seniority, COLA —
Emballage Domtar Ltée, Montreal, Quebec	Chemical Workers Loc. 314 (AFL-CIO/CLC)	260	5,720	35,870	Apr. 7	COLA clause —
Perkins Papers Ltd., Candiac, Quebec	Féd. des travailleurs des pâtes et papiers (CSN)	135	2,970	12,160	June 25	Not reported —
Abitibi Paper Co. (Thunder Bay Mill), Thunder Bay, Ontario	Canadian Paperworkers Loc. 249 and 134 (CLC)	292	6,470	24,000	July 9	Union wants to bargain for all Abitibi mills —
Abitibi Provincial Mill, Thunder Bay, Ontario	Canadian Paperworkers Loc. 239 (CLC)	400	8,860	32,580	July 10	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co. Ltd., (Fort William Div.), Thunder Bay, Ontario	Canadian Paperworkers Loc. 132 (CLC)	252	5,580	20,340	July 11	Union wants to bargain for all Abitibi mills —
Abitibi Pulp & Paper Co., Sault Ste. Marie, Ont.	Canadian Paperworkers Loc. 67 and 133 (CLC)	380	8,410	30,660	July 11	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co. Ltd., Iroquois Falls, Ontario	Canadian Paperworkers Loc. 90 and 109 (CLC)	900	19,930	70,720	July 13	Union wants to bargain for all Abitibi mills —
Abitibi Forest Products Ltd., Sturgeon Falls, Ontario	Canadian Paperworkers Loc. 7135 (CLC)	358	7,930	27,880	July 15	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co., Smooth Rock Falls, Ontario	Canadian Paperworkers Loc. 32 (CLC)	330	7,310	25,700	July 15	Wages, fringe benefits —
Pulp & Paper Industrial Relations Bureau, various locations, B.C.	Pulp, Paper and Woodworkers (CCU) Canadian Paperworkers (CLC)	12,580	80,870	772,770	July 16 Oct.9	Wages — Return of workers when legislation passed —

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Abitibi Provincial Paper, Thorold, Ontario	Canadian Paperworkers Loc. 290 (CLC)	700	15,500	53,500	July 17	Wages, fringe benefits —
Scott Paper Ltd., New Westminster, B.C.	Canadian Paperworkers Loc. 456 (CLC)	480	26,410	49,730	July 25 Oct. 9	Wages, fringe benefits — —
Somerville Industries Ltd., London, Ontario	Chemical Workers Loc. 817 (AFL-CIO/CLC)	232	5,100	13,450	Aug. 10	Length of contract —
Prince Albert Pulp Co. Ltd., Prince Albert, Saskatchewan	Canadian Paperworkers Loc. 1120 (CLC)	386	8,550	22,060	Aug. 13	Severance pay —
Belkin Packaging (Folding Carton Div.), Richmond, B.C.	Canadian Paperworkers Loc. 433 (CLC)	142	990	990	Aug. 19 Oct. 9	Not reported — Not reported —
Abitibi Paper Co., Beaupré, Quebec	Canadian Paperworkers Loc. 138 (CLC)	540	11,960	28,160	Aug. 20	Wages —
Macmillan Bloedel (folding Carton Div.), Burnaby, B.C.	Canadian Paperworkers Loc. 433 (CLC)	140	980	980	Aug. 25 Oct. 9	Not reported — Not reported —
Domtar Packaging Ltd., Etobicoke, Ontario	Chemical Workers Loc. 495 (AFL-CIO/CLC)	340	7,480	14,280	Sept. 2	Fringe benefits, other contract issues —
Belkin Packaging (Board Mill Div.), South Burnaby, B.C.	Canadian Paperworkers Loc. 1129 (CLC)	141	990	990	Sept. 3 Oct. 9	Not reported — Not reported —
Great Lakes Paper Co. Ltd., Thunder Bay, Ont.	Canadian Paperworkers Union Loc. 39 and 257 (CLC)	1,400	31,000	54,000	Sept. 8	Wages, fringe benefits, other contract issues —
Crown Zellerbach Canada Ltd., Richmond, B.C.	Canadian Paperworkers Union Loc. 433 (CLC)	485	3,120	11,370	Sept. 8 Oct. 9	Wages, fringe benefits — Workers returned when bill 146 was passed by provincial legislation —
Belkin Packaging (corrugated Div.), Richmond, B.C.	Canadian Paperworkers Loc. 433 (CLC)	154	1,080	1,080	Sept. 8 Oct. 9	Not reported — Not reported —
Spruce Falls Power & Paper Co. Ltd., and Kimberley-Clark of Canada Ltd., Kapuskasing, Ontario	Canadian Paperworkers Union Loc. 89 and 256 (CLC) IBEW Loc. 1149 (AFL-CIO/CLC)	1,530	33,880	54,640	Sept. 12	Wages, length of new contract —
Domtar Packaging Ltd., Red Rock, Ontario	Canadian Paperworkers Union Loc. 255 and 528 (CLC)	450	9,960	15,420	Sept. 13	Wages, other contract issues —
The E.B. Eddy Co., Hull, Quebec	Various unions	900	19,930	28,610	Sept. 17	Wages, fringe benefits —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Forestry						
The E.B. Eddy Co. Ottawa, & Gatineau River, Quebec.	Carpenters Loc. 2817 (AFL-CIO/CLC)	250	5,500	17,000	July 28	Not reported —
Fishing & Trapping						
Various Fishing Companies various locations, N.S.	CBRT Loc. 611 (CLC) & unorganized	500	2,500	2,500	Oct. 23 Oct. 30	Higher price for scallops — Return of fishermen
Mines						
METAL						
Falconbridge Nickel Mines Ltd., Falconbridge, Ontario.	Mine, Mill and Smelters Workers Union Loc. 598 (Ind.)	3,500	77,500	180,000	Aug. 21	Wages, fringe benefits —
Griffith Mine, Bruce Lake, Ontario.	Steelworkers Loc. 7020 (AFL-CIO/CLC)	405	8,970	12,440	Sept. 19	Wages, fringe benefits —
Quebec Iron & Titanium Corp., Havre St-Pierre, Quebec.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	425	3,830	6,810	Sept. 21 Oct. 15	Wages, COLA clause — Return of workers
Similkameen Mining Co. Ltd., Princeton, B.C.	Steelworkers Loc. 649 (AFL-CIO/CLC)	253	2,430	2,430	Oct. 18	Wages, other contract issues —
NON-METAL						
Asbestos Corporation Ltd., Thetford Mines, Quebec	Fed'n of Metal Trades Unions (CNTU)	1,956	23,470	291,450	Mar. 18 Oct. 20	Wages, COLA clause, working conditions — Return of workers
Lake Asbestos of Quebec Ltd., Black Lake, Quebec	Steelworkers Loc. 7649 (AFL-CIO/CLC)	525	6,300	78,250	Mar. 18 Oct. 20	Wages, COLA clause, working conditions — Return of workers
Bell Asbestos Mines Ltd. Thetford Mines, Quebec	Steelworkers Loc. 8026 and 7285 (AFL-CIO/CLC)	440	5,280	65,560	Mar. 18 Oct. 20	Wages, COLA clause, working conditions — Return of workers
Carey Canadian Mines Ltd., East Broughton, Quebec	Fed'n of Metal Trades Unions (CNTU)	370	4,810	55,500	Mar. 18 Oct. 21	Wages, COLA clause, working conditions — Return of workers
National Asbestos Mines Ltd., Thetford Mines, Quebec	Fed'n of Metal Trades Unions (CNTU)	170	2,040	25,330	Mar. 18 Oct. 20	Wages, COLA clause, working conditions — Return of workers
Canadian Salt Co., Windsor, Ontario	Auto Workers Loc. 195 and 240 (CLC)	323	7,110	34,240	Apr. 28	Not reported —
Aluminum Co. of Canada, St. Lawrence, Nfld.	Fed'n of Metal Trades Unions (CNTU)	400	8,800	40,800	June 9	Not reported —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
QUARRIES						
Domtar Chemicals Ltd., Beachville, Ontario	Chemical Workers Loc. 9-640 (AFL-CIO/CLC)	135	2,940	2,940	Oct. 1	Wages, other contract issues —
Manufacturing						
FOOD AND BEVERAGES						
B.C. Sugar Refinery, Vancouver, B.C.	Retail, Wholesale Employees Loc. 517 (AFL-CIO/CLC)	253	5,570	26,820	June 2	Wages —
Société Coop. avicole régionale St-Damase, St-Damase, Quebec	Féd. du commerce (CSN)	249	5,480	18,430	July 18	Wages, fringe benefits —
Weston Bakeries Ltd., Vancouver, B.C.	Bakery Workers Loc. 468 (AFL-CIO/CLC)	100	2,200	4,900	Aug. 22	Wages —
Empress, Mother Hubbard & Mrs. Willmans, Vancouver, B.C.	Bakery Workers Loc. 468 (AFL-CIO/CLC)	190	1,330	1,330	Aug. 25 Oct. 9	Not reported — Not reported —
Park & Tilford, Vancouver, B.C.	Brewery Workers Loc. 300 (AFL-CIO/CLC)	110	2,420	3,740	Sept. 13	Wages, fringe benefits, other contract issues —
Coopérative Agricole Granby, Granby, Que.	Syndicat des employés de coop. agricole de Granby (CSD)	360	3,600	3,600	Oct. 18	Wages, fringe benefits, other contract issues —
Cadbury-Schweppes Powell Ltd., Whitby, Ont.	Teamsters Loc. 467 (Ind.)	115	360	360	Oct. 28	Other contract issues —
RUBBER						
Lawron Industries Ltd., American Wringer Div., Farnham, Quebec	Rubber Workers Loc. 602 (AFL-CIO/CLC)	130	2,860	10,400	July 10	Not reported —
B.F. Goodrich Canada Ltd., Waterville, Quebec	Rubber Workers Loc. 696 (AFL-CIO/CLC)	242	360	360	Oct. 23 Oct. 27	Working conditions — Terminated by mutual agreement —
LEATHER						
Dependable Shoe Mfg. Co., Montreal, Quebec	Food Workers Loc. L-102 (AFL-CIO/CLC)	136	2,990	16,060	May 15	Not reported —
TEXTILES						
Esmond Mills Ltd., Granby, Quebec	Féd. canadienne des travailleurs du textile (CSD)	450	9,900	29,700	July 30	Not reported —
Versatile Knitting, Cornwall, Ontario	Textile workers Union Loc. 1898 (AFL-CIO/CLC)	126	2,180	3,100	Sept. 19 Oct. 27	Wages — Return of workers —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
The E.B. Eddy Co., Ottawa, Ontario	Various unions	600	13,290	19,080	Sept. 17	Wages, fringe benefits —
Ontario Paper Co., Thorold, Ontario	Canadian Paperworkers Union Loc. 84 and 101 (CLC) ILA Loc. 1477 (AFL-CIO/CLC) Canadian Operating Engineers Loc. 103 (CCU)	950	21,040	30,200	Sept. 17	Wages —
Domtar Fine Papers Ltd., Cornwall, Ontario	Canadian Paperworkers Union Loc. 212 (CLC)	1,135	25,130	35,260	Sept. 18	Wages, fringe benefits, other contract issues —
Kimberley-Clark of Canada Ltd., St. Catharines, Ontario	Canadian Paperworkers Union Loc. 289 (CLC)	152	3,370	4,840	Sept. 18	Wages —
Beaver Wood Fibre Co., Thorold, Ontario	Canadian Paperworkers Union Loc. 192 (CLC)	192	4,250	5,960	Sept. 18	Wages —
Domtar Fine Papers Ltd., St. Catharines, Ontario	Canadian Paperworkers Loc. 77 (CLC)	256	1,880	2,690	Sept. 18	Wages —
Cie. Gaspesia, Chandler, Quebec	Canadian Paperworkers Union Loc. 455 and 858 (CLC)	525	11,630	14,440	Sept. 23	Wages, fringe benefits —
La Cie Price Ltée, Kenogami, Quebec	Canadian Paperworkers Union Loc. 50 (CLC)	350	7,750	9,500	Sept. 24	Wages, fringe benefits —
Eddy Forest Products Ltd., Espanola, Ontario	Canadian Paperworkers Union Loc. 74 and 156 (CLC)	725	14,980	14,980	Oct. 3	Wages, fringe benefits —
Domtar Pulp Ltd., Lebel-sur-Quevillon, Quebec	Canadian Paperworkers Union Loc. 492 (CLC)	400	8,290	8,290	Oct. 3	Wages, COLA clause —
Continental Can Co., Toronto, Ontario	Canadian Paperworkers Loc. 433 (CLC)	253	5,060	5,060	Oct. 3	Wages —
Consolidated-Bathurst Pulp and Paper, Portage du Fort, Quebec	Canadian Paperworkers Union Loc. 420 (CLC)	350	6,500	6,500	Oct. 6	Wages —
Standard Paper Box, Quebec, Quebec	Fédération des travailleurs du papier et de la forêt (CSN)	175	2,980	2,980	Oct. 8	Suspension of an employee —

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Consolidated-Bathurst Ltée, various locations, Quebec	Canadian Paperworkers Union 6 locals (CLC)	3,087	45,130	45,130	Oct. 11	Wages, fringe benefits —
St. Anne Nackawic Pulp & Paper Ltd., Nackawic, N.B.	Canadian Paperworkers Union Loc. 219 (CLC)	364	5,060	5,060	Oct. 12	Wages, fringe benefits —
Cie James Maclaren Ltée, Buckingham, Quebec	Canadian Paperworkers Union Loc. 11 (CLC)	446	6,350	6,350	Oct. 12	Wages, COLA clause —
Consolidated-Bathurst Ltée, New Richmond, Quebec	Canadian Paperworkers Union Loc. 574 and 926 (CLC)	685	9,750	9,750	Oct. 12	Wages, fringe benefits —
Domtar Paper, Dolbeau, Quebec	Canadian Paperworkers Union Loc. 85 and 252 (CLC)	520	7,430	7,430	Oct. 12	Wages, COLA clause —
Quebec North Shore Paper Co., Baie Comeau, Quebec	Canadian Paperworkers Union Loc. 352 and 375 (CLC)	1,214	16,880	16,880	Oct. 12	Wages —
Reed Paper Ltd., Quebec, Quebec	Canadian Paperworkers Union Loc. 137 and 250 (CLC)	1,175	16,790	16,790	Oct. 12	Wages, COLA clause —
Ontario-Minnesota Pulp & Paper Co. Ltd., Fort Frances, Ontario	Canadian Paperworkers Loc. 306 (CLC)	140	950	950	Oct. 22	Wages, fringe benefits —
Macmillan Rothesay Ltd., Saint John, N.B.	Canadian Paperworkers Loc. 601 (CLC)	500	3,040	3,040	Oct. 23	Wages —
Diamond National of Canada Ltd., Brantford, Ontario	Woodworkers Loc. 2-233 (AFL-CIO/CLC)	111	670	670	Oct. 24	Wages —
Ontario-Minnesota Pulp & Paper Co. Ltd., Kenora, Ontario	Canadian Paperworkers Loc. 238 (CLC)	121	610	610	Oct. 24	Wages, fringe benefits, other issues —
Bowaters Mersey Paper Co., Liverpool, N.S.	Canadian Paperworkers Loc. 259 and 141 (CLC)	450	450	450	Oct. 31	Wages —
Nova Scotia Forest Industries, Point Tupper, N.S.	Canadian Paperworkers Loc. 972 (CLC)	600	300	300	Oct. 31	Wages —
PRINTING AND PUBLISHING						
Imprimerie Montreal-Magog Printing, Magog, Quebec	Printing and Graphic Loc. 41 (AFL-CIO/CLC)	152	3,340	19,440	Apr. 21	Not reported —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Oct.	 Accumulated	Starting Date Termination Date	Major Issues Result
PRIMARY METALS						
Emco Limited, London, Ontario	Steelworkers Loc. 2699 (AFL-CIO/CLC)	265	5,830	35,000	Apr. 24	Wages, fringe benefits —
Quebec Iron & Titanium Corp., Tracy, Quebec	Fed. of Metal Trades Mines & Chemical Prod. Union (CNTU)	930	20,460	99,510	June 1	Not reported —
Steel Co. of Canada, Edmonton, Alberta	Steelworkers Loc. 5220 (AFL-CIO/CLC)	500	8,570	13,390	Sept. 17 Oct. 25	Length of new contract — Not reported —
Haley Industries Ltd., Haley Station, Ontario	Steelworkers Loc. 4820 (AFL-CIO/CLC)	214	4,710	6,740	Sept. 18	Wages, fringe benefits, other contract issues —
METAL FABRICATING						
Quebec Wires, Trois-Rivières, Quebec	Steelworkers Loc. 7092 (AFL-CIO/CLC)	125	2,750	26,520	Dec. 16/74	Employees locked out, wages for females —
Greening Donald Ltd., Hamilton, Ontario	Steelworkers Loc. 3325 (AFL-CIO/CLC)	160	3,520	17,760	May 26	Wages —
Robert Mitchell Co. Ltd., Ville St-Laurent, Quebec	Sheet Metal Workers Loc. 116 (AFL-CIO/CLC)	463	463	16,663	Aug. 12 Oct. 2	Wages — Not reported —
Croname Donald Limited, Waterloo, Quebec	Steelworkers Loc. 5207 (AFL-CIO/CLC)	105	1,260	4,990	Aug. 15 Oct. 20	Wages, fringe benefits — Not reported —
Abex Industries of Canada Ltd., Niagara Falls, Ontario	Chemical Workers Loc. 175 (AFL-CIO/CLC)	125	1,500	5,510	Aug. 15 Oct. 20	Wages — Terminated by mutual agreement —
Kawneer Co. Canada Ltd., Scarborough and Downsview, Ontario	Structural Iron Workers Loc. 757 (AFL-CIO/CLC)	200	4,400	8,400	Sept. 3	Fringe benefits, other contract issues —
Vic Metal Corporation, Victoriaville, Quebec	Féd. des synd. des mines de la métallurgie et des produits chimiques (CSN)	139	3,060	4,450	Sept. 16	Wages, fringe benefits —
Ideal Builder's Hardware Ltd., LaSalle, Quebec	Carpenters Loc. 2533 (AFL-CIO/CLC)	207	2,900	3,110	Sept. 30 Oct. 22	Wages — Terminated by mutual agreement —
Winchester Western (Canada) Ltd., Cobourg, Ontario	Machinists Loc. 788 (AFL-CIO/CLC)	386	970	970	Oct. 4 Oct. 8	Not reported —
MACHINERY						
Farr Company Limited, Ville de Laval (Mtrl), Quebec	CNTU	100	2,200	14,100	Apr. 14	Not reported —

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Oct.	 Accumulated	Starting Date Termination Date	Major Issues Result
Canadian Blower & Forge Co., Kitchener, Ont.	Steelworkers Loc. 3534 (AFL-CIO/CLC)	255	1,790	12,250	June 13 Oct. 10	Wages, fringe benefits — Terminated by mutual agreement —
Orenstein & Koppel Canada Ltd., Dundas, Ontario	Machinists Loc. 1740 (AFL-CIO/CLC)	143	1,720	9,080	June 16 Oct. 20	Management rights — Terminated by mutual agreement —
ANSPORTATION UIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ontario	Auto workers Loc. 112 (CLC)	1,691	37,200	82,010	Aug. 22	Wages, COLA clause —
Heatex, LaSalle, Quebec	Féd. des synd. des mines de la métallurgie et produits chimiques (CSN)	300	6,600	10,800	Sept. 11	Wages —
ECTRICAL PRODUCTS						
Gould Manufacturing of Canada Ltd., Fort Erie, Ontario	Steelworkers Loc. 5049 (AFL-CIO/CLC)	120	2,640	6,120	Aug. 20	Wages —
Phillips Cables Ltd., Brockville, Ontario	IUE Loc. 510 (AFL-CIO/CLC)	553	11,060	23,460	Aug. 29 Oct. 29	Wages and appropriate dates for application of COLA —
Westinghouse Canada Ltd., Hamilton, Ontario	UE Loc. 555 (CLC)	550	1,100	1,100	Oct. 10 Oct. 15	Wages — Return of workers —
Canadian General Electric Co., Peterborough, Ontario	UE Loc. 524 (CLC)	2,900	2,900	2,900	Oct. 23 Oct. 24	Safety conditions — Return of workers —
N-METALLIC NERAL PRODUCTS						
Can-Force Products Ltd., Edmonton, Alberta	Iron Workers Loc. 776 (AFL-CIO/CLC)	100	2,200	7,800	July 12	Wages —
Canada Cement Lafarge Ltd., Fort Whyte, Man.	Cement Workers Loc. 274 (AFL-CIO/CLC)	100	1,140	5,280	Aug. 2 Oct. 17	Wages, fringe benefits — Return of workers —
Canada Cement Lafarge Co. Ltd., Exshaw, Alberta	Cement Workers Loc. 331 (AFL-CIO/CLC)	120	1,630	5,490	Aug. 17 Oct. 20	Wages — Return of workers —
Clayburn Industries, Abbotsford and N. Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	120	840	840	Aug. 25 Oct. 9	Not reported — Not reported —
Dominion Glass Co. Ltd., Burnaby, B.C.	Glass and Ceramic Workers Loc. 238 (AFL-CIO/CLC)	230	4,840	4,840	Oct. 2	Wages, fringe benefits, other issues —
HEMICAL PRODUCTS						
Brockville Chemicals Ltd., Maitland, Ontario	Chemical Workers Loc. 721 (AFL-CIO/CLC)	155	1,860	8,380	July 31 Oct. 20	Wages, length of contract — Wage increase —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
T.C.F. of Canada Ltd., Cornwall, Ontario	Textile Workers' Union of America Loc. 1332 (AFL-CIO/CLC)	280	2,600	5,000	Sept. 19 Oct. 14	Wages, fringe benefits —
Canadian Industries Ltd., Sudbury, Ontario	Steelworkers Loc. 6350 (AFL-CIO/CLC)	100	930	1,360	Sept. 25 Oct. 14	Wages, fringe benefits — Terminated by mutual agreement —
MISCELLANEOUS MFRG.						
C.C.M. Cho-Wood Products Ltd., St-Jean, Quebec	Woodworkers Loc. 78 (AFL-CIO/CLC)	285	3,420	21,670	July 2 Oct. 20	Wages, fringe benefits, other issues — Not reported —
Construction						
Labour Relations Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	450	1,350	49,050	May 1 Oct. 6	Wages — Return of workers —
Various mechanical contractors in the Niagara Peninsula	Sheet Metal Workers Union Loc. 537 (AFL-CIO/CLC)	200	4,400	12,600	June 9	Wages —
Alta. Construction Labour Relations Ass'n, Edmonton, Alberta	Painters Loc. 1016 (AFL-CIO/CLC)	300	6,600	30,000	June 11	Wages —
Architectural Glass & Metal Contractors Association, Willowdale, Ontario	Painters Loc. 1819 (AFL-CIO/CLC)	275	6,050	26,130	June 17	Wages, fringe benefits —
Alta. Construction Labour Relations Assoc., Edmonton, Alberta	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	200	4,400	18,800	June 19	Wages, fringe benefits —
Heavy Construction Ass'n of Windsor Windsor, Ontario	Int. Operating Engineers Loc. 793 (AFL-CIO/CLC)	300	6,600	23,100	July 14	Wages —
Niagara Structural Steel Co. Ltd., Douglas Point, Ontario	Int. Operating Engineers Loc. 793 (AFL-CIO/CLC)	125	2,750	8,010	July 31	Protesting manning of equipment —
Lorneville Area Bargaining Authority, Point Lepreau, N.B.	Laborers, other Trade Unions	300	6,600	13,050	Aug. 14	Jurisdictional dispute — Return of workers —
Duranceau Ltée-Desourdy Inc. (Olympic Site), Montreal, Quebec	Various locations	3,000	12,000	12,000	Oct. 20 Oct. 24	Dispute over security rules — Return of workers when injunction issued
Transportation & Utilities						
TRANSPORTATION						
London Transportation Commission, London, Ontario	Transit Union Loc. 741 (AFL-CIO/CLC)	300	6,640	11,570	Sept. 8	Wages, fringe benefits —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
City of Kitchener, Kitchener, Ontario	Railway Transport and General Workers Loc. 304 (CLC)	214	4,740	8,100	Sept. 9	Wages, fringe benefits —
Quebec North Shore & Labrador Railway, Sept Iles, Quebec	Steelworkers Loc. 8398 (AFL-CIO/CLC)	150	750	750	Oct. 13 Oct. 20	Alleged grievances — Return of workers —
Voyageur Inc., Montreal, Quebec	Teamsters Loc. 106 (Ind.)	385	390	390	Oct. 29 Oct. 30	Wages —
COMMUNICATION						
Telephone du Nord du Québec Inc., Val d'Or, Quebec	Communication Workers Loc. 11 (CLC)	365	8,080	25,540	July 26	Wages —
Maritime Telegraph & Telephone Co. Ltd., various locations, N.S.	IBEW Loc. 1030 (AFL-CIO/CLC)	1,918	15,070	88,370	Aug. 8 Oct. 12	Wages, fringe benefits — Return of workers —
Gov't of Canada, Post Office, Canada wide	Postal Workers Various locals (AFL-CIO/CLC)	17,963	176,570	176,570	Oct. 21	Wages, fringe benefits, casual hirings —
POWER, GAS, WATER						
Transport Labour Relations, various locations, B.C.	Teamsters Loc. 21, 213 & 351 (Ind.)	250	1,750	14,500	July21 Oct.9	Gas companies protesting union refusal to bargain —
Trade						
Les propriétaires de garage de Rimouski, (10 Co.), Rimouski, Que.	Syndicat national des employés de garage de Rimouski Inc. (CSN)	200	4,400	9,600	Aug. 25	Wages, fringe benefits —
B.C. Food Industry Labour Relation Council Vancouver and Victoria areas, B.C.	Food Workers Loc. 212 (AFL-CIO/CLC)	700	4,900	21,000	Aug. 28 Oct. 9	Wages — Return of workers when legislation passed —
B.C. Food Industry Labour Relation Council Vancouver and Victoria areas, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	3,600	24,000	90,000	Sept. 5 Oct. 9	Wages — Return of workers when legislation passed —
N.S. Liquor Commission, Province Wide, N.S.	Various Unions	632	7,900	10,530	Sept. 24 Oct. 20	Wage, fringe benefits — Return of workers —
Finance						
INSURANCE & REAL ESTATE						
Les Prévoyants du Canada, Montréal, Qué.	Féd'n du Commerce (CSN)	190	4,180	24,320	Apr. 22	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER, 1975 (Preliminary) (Concl'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Oct.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Service						
HEALTH & WELFARE						
Flin Flon General Hospital, Flin Flon, Manitoba	Retail Clerks Loc. 832 (AFL-CIO/CLC)	130	2,880	12,270	June 20	Wages, other contract issues —
Various Quebec Hospitals (42), various locations, Quebec	Synd. professionnel des infirmiers du Québec et United Nurse Federation	6,000	19,720	19,720	Oct. 9 Oct. 15	Wages — Return of nurses when injunction issued —
Place Ville Marie Restaurants, Montreal, Quebec	Hotel Employees Loc. 120 (AFL-CIO/CLC)	450	2,250	2,250	Oct. 8 Oct. 15	Wages — Return of workers agreement reached —
MISCELLANEOUS						
L'Ass'n de l'industrie du verre plat du Québec, Province wide, Quebec	Painters Loc. 1135 (AFL-CIO/CLC)	3,200	9,600	60,800	Sept. 9 Oct. 6	COLA clause — Not reported —
Public Administration						
PROVINCIAL						
Nova Scotia Power Corp., various locations, N.S.	IBEW Loc. 1928 (AFL-CIO/CLC)	1,253	17,010	30,990	Sept. 10 Oct. 20	Wage, fringe benefits — Return of workers —
Sask. Liquor Board, Various locations, Saskatchewan	Sask. Gov't Employees' Ass'n Loc. 6 (Ind.)	323	6,730	6,730	Oct. 3	Wages, other contract issues —
New Brunswick Gov't (Treasury Board), Province wide, N.B.	N.B. Public Employees Ass'n (Ind.)	301	4,210	4,210	Oct. 14	Wages —
Gov't of Alberta, Province wide, Alta.	Public Employees Div. 6 (CLC)	1,300	3,900	3,900	Oct. 28 Oct. 30	Wages — Return of workers when injunction issued —
LOCAL						
Ville de Ste-Foy, Ste-Foy, Quebec.	Féd. des employés municipaux et scolaires de Québec (Ind.)	170	3,740	17,340	June 9	Not reported — Not reported —
City of Kelowna, Kelowna, B.C.	Public Employees Loc. 338 (CLC)	300	6,600	12,600	Sept. 3	Wages, job evaluation —
Ville de Montréal, Montreal, Quebec	Féd. des employés de services publics Inc. (CSN)	475	950	950	Oct. 8 Oct. 9	Wages — Return of blue collar foremen —